



United States Department of Agriculture

United States
Department of
Agriculture

Office of the Chief
Information Officer

1400 Independence
Avenue SW
Washington, DC
20250

April 4, 2019

Delivered via Electronic Mail

Austin R. Evers
American Oversight
1030 15th Street NW
Suite B255
Washington, DC 20005
foia@americanoversight.org

Re: Interim Response for Freedom of Information Act (FOIA) Request No. 2019-DA-01677-F

Dear Mr. Evers:

This is an interim response to the above-referenced FOIA request, for the following records:

1. Records sufficient to identify all employees who entered into a position at the agency as “political appointees” since the date the search was conducted for FOIA request number 2018-OCIO-01202-F (the “Relevant Date”)] and the title or position of each employee (to the extent that such individuals have held multiple titles or positions since the Relevant Date, identify each title or position). For purposes of this request, please consider any employee in a PAS position, a presidentially-appointed position, a non-career SES position, a Schedule C position, or any administratively-determined position to be a “political appointee.”
2. Records sufficient to identify all career employees who have been detailed into a leadership office or component front office since the Relevant Date (as that term is defined in request 1); the title or position of each employee while on detail; and each employee’s originating agency or component, and prior title (to the extent that such individuals have held multiple titles or positions since the Relevant Date, identify each title or position).
3. For each individual identified in response to requests 1 to 2:
 - a. The resume provided by the individual to the agency in connection with determining the appropriate salary for the individual, or, if that is not available, a recent resume contained within the agency’s records. We have no objection to the redaction of contact information (addresses, telephone

numbers, e-mail addresses) for the employee or references, or to the redaction of past salary information. Employment, education, and professional association information is not exempt and we object to any redactions of such information.

b. Any conflicts or ethics waivers or authorizations for the individual, including authorizations pursuant to 5 C.F.R. § 2635.502.

c. Records reflecting any recusal determination made or issued for the individual.

d. Copies of any SF-50 forms for the individual reflecting any change in position or title, including when the employee enters or leaves a position. We have no objection to the redaction of home addresses, telephone numbers, or social security numbers from the SF-50s.

4. For all employees who entered into a position at the agency as “political appointees” prior to the Relevant Date (as that term is defined in request 1)], and all career employees who have been detailed into a leadership office or component front office prior to the Relevant Date:

a. Any resume provided by the individual to the agency after the Relevant Date. As noted above, we have no objection to the redaction of contact information (addresses, telephone numbers, e-mail addresses) for the employee or references, or to the redaction of past salary information. Employment, education, and professional association information is not exempt and we object to any redactions of such information.

b. Any conflicts or ethics waivers or authorizations for the individual created after the Relevant Date, including authorizations pursuant to 5 C.F.R. § 2635.502.

c. Records reflecting any recusal determination made or issued for the individual after the Relevant Date.

d. Copies of any SF-50 forms for the individual reflecting any change in position or title, including when the employee enters or leaves a position, created after the Relevant Date.

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Your request is being processed under the FOIA, 5 U.S.C. § 552.

A search for responsive records was conducted by the Office of Human Resource Management (OHRM). The OHRM facilitates the attainment of the Department's strategic goals and program objectives by ensuring the recruitment and retention of a diverse, highly-skilled workforce that is aligned with program needs while promoting a competency-based and results-oriented performance culture at USDA. The Executive Resources Management Division (ERMD) supports OHRM in managing human resource policies and programs for the Senior Executive Service, Senior Level and Scientific personnel, Senior Science and Technology Service personnel, excepted service positions, and political appointments for USDA. The OHRM-ERMD's search produced records responsive to items 1 and 3a, and consists of: a political appointees list that includes those employees in a PAS position, a presidentially-appointed position, a non-career SES position, or a Schedule C position as of January 1, 2018; and the resumes for certain individuals identified in such list.

The DFO continues processing the remainder of your request.

Following a review of the responsive records, the DFO has determined to release in full the list of political appointees, with no FOIA exemptions applied. Information contained in the records responsive to item 3a should be withheld pursuant to FOIA Exemption 6, U.S.C. § 552(b)(6). Below is an explanation of the information that has been withheld.

FOIA Exemption 6

FOIA Exemption 6 permits the government to withhold information regarding individuals in "personnel, medical and similar files" when the disclosure of such information would constitute a clearly unwarranted invasion of personal privacy and where such privacy interests outweigh any public interest which would be advanced by disclosure. For purposes of the FOIA, the public interest is advanced when disclosure of the requested information educates the public about the activities of the government.

Portions of the records produced as a result of OHRM-ERMD's search efforts were withheld under FOIA Exemption 6. These items include residential addresses, a date of birth, personal telephone numbers, personal email addresses, personal social media accounts, grade point averages (GPAs), religious and political affiliations, salaries from non-federal positions, names and contact information of references, citizenship information, personal interests not germane to the position, state pharmacist license numbers, and information on family and personal matters. All these items fall under the category of "similar files" because it applies to a particular individual. Release of the residential addresses, personal telephone numbers, personal email addresses and personal social media could subject individuals to unwarranted or unsolicited communications. With regard to the other items withheld although not likely to lead to unwarranted or

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unsolicited communication, all are purely personal in nature and in this instance not pertinent to the employee's duties.

Since there is a viable privacy interest in this information and no outweighing public interest to be advanced by disclosure, FOIA Exemption 6 authorizes the DFO to withhold these items from release.

The DFO continues to process the remaining items of your FOIA request, and will issue a final response. The final response letter will advise you of your right to appeal the DFO's final determinations.

If you have any questions regarding the processing of this request, please contact Ms. Camille Aponte at (202) 694-5260, or electronically at Camille.Aponte@ocio.usda.gov or USDAFOIA@ocio.usda.gov. For additional information regarding USDA FOIA regulations and processes, please refer to the information available online at www.dm.usda.gov/foia.

The DFO Team appreciates the opportunity to assist you with this matter.

Sincerely,

Alexis R. Graves

Alexis R. Graves
Departmental FOIA Officer
Office of the Chief Information Officer

Enclosures: Item 1 Records (3 pages)
 Item 3a Records (114 pages)

PA/PAS 2018

Kenneth Barbic, Assistant Secretary for Congressional Relations

Kenneth Johnson, Administrator Rural Utilities Service

Jay Scott Angle, Director, NIFA

William Northey, Under Secretary for Farm Productions and Conservation

James Hubbard, Under Secretary for Natural Resources & Environment

Position Changes for 2018 (current titles)

Dana Peterson - Chief of Staff

Raymond Starling – Chief of Staff

Peggy Browne – Deputy Administrator for Field Operations

Richard Fordyce – Administrator, FSA

Jannine Miller – Senior Advisor to the Secretary

Diane Cullo – Director, Office of partnerships and Public Engagement

Joby Young – Chief of Staff

Kelsey Barnes – Staff Assistant

Gilbert Gonzalez – Chief of Staff

Wesley Gwinn – Confidential Assistant

Meghan Rodgers – Press Secretary

Jacob French – Confidential Assistant

Misty Giles – Senior Advisor

Brock Densel – Policy Advisor

Samuel Barke – Policy Advisor

Carly Miller – White House Liaison

Lillie Brady – Associate Director

Henry Bridgforth – Policy Advisor

Emily Buckman – Policy Advisor (resigned 2/22)

Rachel Pick – Program Specialist

Jordan Bonfitto – Associate Director

Campbell Shuford – Director of Policy Coordination

Jordan Bonfitto – Associate Director

Nicholas Westcott – Advance Lead

Peter Bachmann – Senior Advisor to the Secretary

Lauren Sullivan – Director of Scheduling

Andrew Rollins – Deputy Chief of Staff for Outreach

New Employees 2018

Kenneth Isley – Administrator FAS

Gregory Gray – Chief of Staff

Bette Brand – Administrator, RBS

Marsha Baker – Chief of Staff

Matthew Lohr – Chief NRCS

Joel Baxley, Administrator RHS

Lorena McElwain – Chief of Staff

Martin Barbre – Administrator RMA

William Beam – Deputy Administrator for Farm Programs

Lorren Walker – Chief of Staff

Jamie Clover-Adams – Chief of Staff

Tyler Clarkson – Deputy General Counsel for Special Projects

Pamilyn Miller – Associate Administrator

Andrew Fisher – Staff Assistant

Kelsey Barnes – Staff Assistant

Edward Davidian – State Executive Director

Wesley Gwinn – Confidential Assistant

Anthony Linardos - State Director

Richard Mayfield – State Director

Juan Caro – Staff Assistant

Evan Lee – Chief of Staff

Andrew Shaffer – Confidential Assistant

Hailey Ghee – Special Assistant
Patricia Dziadosz – Staff Assistant
Michael Beatty – Director of Faith based and Neighborhood Outreach
Lori Urban – Senior Advisor
Lindsay Moore – Staff Assistant (resignation 3/15/19)
Shawna Newsome – Senior Advisor
Margot Adams – Confidential Assistant
Anna Osterlind – Policy & Congressional Advisor
Joseph Tvrdy – Director of Intergovernmental Affairs
Rickey Nelson – Policy Coordinator
Sally Lindsay – Staff Assistant
Grant Menke – State Director
Josue Rivera-Castro – State Director
Michael Foster – State Executive Director
James Mago – State Executive Director
Sean McKeon – State Executive Director
Douglas Hampy – State Executive Director
William Sullivan – State Executive Director
Ashton Saunders – Confidential Assistant
Lillie Brady – Associate Director
Robert Gallagher – Confidential Assistant
Carolyn Roddy – Strategic Program Advisor
Roger Dahmer – State Executive Director
Courtney Knupp – Senior Policy Advisor
Rudolph Layher – Policy Advisor
Barry Bushue – State Executive Director
Robert MacGreogr – Policy Advisor

Dr. J. Scott Angle

International Fertilizer Development Center (IFDC), P.O. Box 2040, Muscle Shoals, AL 35662

(b) (6)

www.ifdc.org

(b) (6)

[@ifdc.org](mailto:(b) (6)@ifdc.org)

Professional Preparation

1975 Bachelor of Science, Agronomy and Soil Science, University of Maryland
 1978 Masters of Science, Soil Microbiology, University of Maryland
 1981 Doctor of Philosophy, Soil Microbiology and Biochemistry, University of Missouri

Appointments

2015 – present CEO and President, International Fertilizer Development Center, Muscle Shoals, AL
 2005 – 2015 Dean and Director, College of Agricultural and Environmental Sciences, University of Georgia, Athens GA
 1994 – 2005 Associate Dean and Director then Executive Associate Dean, Maryland Cooperative Extension, Maryland Agricultural Experiment Station, College of Agriculture and Natural Resources, University of Maryland, College Park, MD
 1981 – 2005 Assistant, associate and professor, Department of Natural Resources Sciences, University of Maryland, College Park, MD
 2002 – 2003 Acting Director, Northeast Research Association, College Park, MD
 1999 Acting Director, Maryland Center for Agroecology, Wye Mills, MD

Awards and Activities

Fellow, American Society of Agronomy - 1995
 Fellow, Soil Science Society of America – 1995
 Top Research Award, American Society of Agronomy - 1998
 Invention of the Year (Phytoremediation), University of Maryland - 1996
 Teacher/Scholar of the Year, University of Maryland – 2003
 Fulbright Scholar, Rothamsted, UK – 1991
 OECD Fellow, Melbourne, AU – 2001
 Editor, International Journal of Phytoremediation 2007 to 2012
 100 Most Influential Georgians – 2009, 2010, 2013
 Chair, Policy Board of Directors, Board on Agriculture Assembly – 2010 to 2012
 And most importantly – Vidalia Onion Hall of Fame – 2016

Scholarly Activities

Articles in refereed journals – 158
 Non refereed proceedings – 8
 Chapters in books – 24
 Books edited – 6
 Bulletins and reports – 13
 Abstracts from professional papers – 149
 Invited symposia presentations – 102
 Patents - 7
 Graduate students supervised – 34
 Graduate committee member – 45
 Classes taught, Soil Microbiology, Phytoremediation, Terrestrial Bioremediation – most years

Kenneth S. Barbic

(b) (6)

WESTERN GROWERS ASSOCIATION**Senior Director, Federal Government Affairs****2011 – Present****Director, Federal Government Affairs****2009 – 2011**

- Directed all federal policy advocacy efforts on such issues as immigration, health reform, international trade, tax reform, and the Farm Bill for one of the most significant produce industry trade associations.
- Directed association efforts to resolve the industry's immigration crisis, including devising and implementing strategy for media, legislative, and political activities.
- Worked with Western Growers CEO to negotiate the agriculture provisions in the 2013 Senate comprehensive immigration legislation.
- Wrote press releases and gave interviews on issue portfolio. Press interaction included agricultural industry publications as well as Politico, Bloomberg, Reuters, the New York Times, the Wall Street Journal, and Fox News.
- Created international trade engagement strategy. Engaged with staff in Congress, the Executive branch, foreign governments, and industry to resolve trade concerns including: technical barriers to U.S. produce exports; the Mexican trucking dispute; changes to U.S. Marketing Orders; passage and implementation of free trade agreements; enhanced access to foreign markets.
- Spearheaded advocacy efforts for the agriculture sector during legislative debate of the Affordable Care Act, which included educating Congress on the impact of the legislation on agricultural employers and achieved language to address some of the industry's concerns.
- Directed stakeholder engagement during implementation of the ACA, including drafting comments and meeting with IRS and HHS which resulted in important favorable interpretations in the regulatory process.
- Co-chaired coalition of 100+ organizations to develop and advocate for industry recommendations that were successfully included in the 2014 Farm Bill.
- Developed and executed engagement strategy for the Western Growers Political Action Committee, including: fundraising activities, candidate recommendations, and event organization.
- Planned and led Washington visits by WGA executives and board members for outreach to Members of Congress and Cabinet level officials, including planning and executing multiple annual member DC fly-ins.

OFFICE OF THE UNITED STATES TRADE REPRESENTATIVE**Deputy Assistant U.S. Trade Representative for Congressional Affairs****2007 – 2009**

- Provided policy and political advice to the USTR and senior staff members for all interactions with Congress.
- Promoted the Administration's trade agenda in Congress, especially concerning World Trade Organization (WTO) issues related to services, manufacturing, and agriculture; and regional initiatives in Asia, the Americas, and Africa.
- Strategized appropriate responses to concerns such as beef negotiations with Korea, Boeing/Airbus WTO dispute and the DOD Tanker deal, and the Antigua gambling WTO case
- Represented USTR in Congress and with other agencies to ensure proper implementation of trade agreements.
- Consulted with Congress on legislative initiatives to ensure language consistent with WTO obligations.
- Developed and led outreach to Congressional stakeholders regarding implications of climate change proposals.
- Attended and led outreach to Congressional stakeholders for a WTO ministerial meeting in Geneva..
- Participated in and provided logistical support for a Congressional delegation to Columbia.

THE COMMITTEE ON WAYS AND MEANS, TRADE SUBCOMMITTEE, U.S. HOUSE**Legislative Assistant****2004 – 2007**

- Worked with counsels to draft background memos, talking points, and other materials concerning key trade issues.
- Led the Miscellaneous Trade Bill process, including a rewrite of rules for tariffs bills after the House implemented an earmark ban.
- Monitored trade legislative activity in other committees and in the appropriations process.
- Worked with staff to facilitate passage of major trade legislation: Australia, Morocco, DR-CAFTA, Bahrain, and Oman FTAs; Miscellaneous Trade Bills; Deficit Reduction Act of 2005; and SAFE Port Act.

USDA-19-0062-A-000005

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Education

MARANATHA BAPTIST UNIVERSITY

B.S. Business Management (GPA [REDACTED] (b) (6))

September 1998 – December 2001

M.A. Counseling (GPA [REDACTED] (b) (6))

January 2002 – May 2004

Completed masters while traveling as a Student Recruiter/College Representative to 25+ states, developed and implemented student recruitment and university promotional strategies.

Resume

James E. Hubbard

Experience

2005 – 2016 Deputy Chief for State and Private Forestry, Department of Agriculture, Forest Service

Major Duties

Provides leadership and oversight for Fire and Aviation Management, Cooperative Forestry Programs, Forest Health Protection, Conservation Education, and the Office of Tribal Relations.

Notable Accomplishments

Restoration treatments over 2 million acres per year on national forests.

Assistance to 420 million acres private lands, 100 million acres urban forests and 566 federally recognized tribes.

Enrolled 2 million acres in private land conservation easements through the Forest Legacy program.

Established Landscape Scale Restoration funding in Interior Appropriations Act to focus priorities as determined by State Forest Action Plans producing outcomes of significant scale.

2004 – 2005 Director, Office of Wildland Fire Coordination, Department of the Interior, Office of the Secretary – Policy, Management, and Budget

Major Duties

Develops, implements and coordinates the Department's wildland fire management policy and programs including the National Fire Plan. Provides oversight of the Department's budget for Wildland Fire Appropriation. Responsible for external representation of the Department's Wildland Fire Management Program.

Notable Accomplishments

Established Department of Interior Office of Wildland Fire Coordination to consolidate fire policy and implementation for the Bureau of Land Management, U.S. Park Service, U.S. Fish & Wildlife Service and Bureau of Indian Affairs.

1984 – 2004 Director, Colorado State Forest Service, Colorado State University, Colorado Department of Natural Resources

Major Duties

Delivery of forest management and fire protection to the citizens of Colorado. Responsible to the Governor's Office for forest policy. Represent the State in forestry matters.

Notable Accomplishments

Served four Colorado Governors on forest health and wildfire protection policy issues.

Lead State Foresters national legislative agenda to establish the first Forestry Title and Good Neighbor Agreement in the Farm Bill.

Served as Western Governors' Association fire program lead in implementation on of the National Fire Plan \$1.1 billion new funding to mitigate risk of wildfire.

Professional Activities

President, National Association of State Foresters
President, American Forests
Chair, Council of Western State Foresters
Chair, Colorado Governor's Wildland Urban Interface Task Force
Special Assistant to USDA Forest Service, Deputy Chief for State & Private Forestry
Faculty Member, National Advanced Resource Technology Center
Lead Governor's Conference on Forest Health
Member of National Research Council Committee on Non-federal Forestry
State Foresters Liaison to Western Governors' Association
Forestry Advisor to Denver Water Board
Colorado Governor's Forestry Advisory Board
National Association of State Foresters Lead on National Fire Plan
State Forestry lead on development of first Forestry Title in the Farm Bill
Lead establishment of the Colorado Alliance for Environmental Education

Honors

Colorado State University College of Forestry Honor Alumni Award
NASF Lifetime Achievement Award
2011 Dedication of "Jim Hubbard Fire Management" Building on CSU Campus

Education

Bachelor of Science, Forest Management, Colorado State University

Kenneth L. Johnson

Phone: (H) (b) (6) (C) (b) (6) E-Mail: (b) (6)

Objective

To lead and develop a team-oriented workplace that thrives on success and impeccable service to our membership.

Experience

General Manager/CEO, Co-Mo Electric Cooperative November 2005 – Present

President, Co-Mo Connect November 2005 - Present

Provide strategic vision and leadership for Co-Mo Electric and Co-Mo Connect Board and staff. Work with the Board of Directors to ensure Cooperative policies are in place to run the businesses in an efficient, member-focused manner.

- Accountable for the operation of a 32,000 meter electric cooperative with growing assets of more than \$240 million, 4,100 miles of line, 116 employees with an annual operating budget of \$60 million.
- Continuously working to develop a culture of safety that has fostered improved safety performance. MOD Factor improved from 1.32 to 0.78 in four years. Achieving **Top Statewide Safety Performance in 2016**. Cultivated a new culture among employees to take ownership in their own personal safety.
- Restructured Senior Management Team to create a much more responsive, efficient and member-focused team.
- Implemented change within the Coop to leverage existing technologies involving IVUE Work Management, Mobile applications, Contact Tracking, Field Staking, Outage Management System (OMS) Document Vault, Smart Track, Smart Hub, SCADA and IVR which streamlines work flows and allows our employees to work smarter, not harder.
- Successfully implemented a GIS based mapping and asset inventory system that will integrate into the CIS, engineering applications and OMS. Project was completed on schedule and within budget.
- Installed Automatic Vehicle Location (AVL) in the fleet for improved safety an efficient crew location and assignment.
- Developed a strategic alliance with an independent third party supplier for all materials acquisition, warehousing, staffing and operations for improved efficiencies and inventory control resulting in cost reductions for materials management.
- Successfully implemented six rate increases of 12%, 15%, 9%, 3.5%, 4% and 3% in the past twelve years to bring revenue in line with cost without major disruptions to our membership.

- Co-Mo's American Customer Satisfaction Index Score" ACSI" is 84 which is above average for all Electric Cooperative's Nationally
- Director of twelve years on the AMEC (Association of Missouri Electric Cooperatives) Board. Actively involved in promoting grass roots initiatives within our state, regional and national cooperative membership.
- Currently serve on the AMEC Legislative Committee, which is responsible for crafting and promoting legislation at the statewide level.
- Completed two major renovations of the Cooperative headquarters building and newly acquired 50,000 sq. ft. Engineering and Operations facility. The nearly 7 million dollar projects were completed within the scope and financial estimates approved by the board.
- Successfully managed and led Co-Mo employees as well as 120 workers from 19 other Missouri Coops in a restoration effort to return service to 17,000 meters following "Rocky", a winter storm that dropped 18"-20" of heavy wet snow on February 26, 2013. This was the largest number of members affected by a storm in the history of Co-Mo Electric.
- Successfully launched a communications subsidiary called Co-Mo Connect and completed a "Fiber To The Home" (FTTH) pilot project to better understand the feasibility of bringing state – of-the-art high-speed broadband, telephone and video service to our membership.
- With the proven success of our pilot project the Co-Mo Board approved a four phase FTTH build out. Upon completion in early 2017, this 80 Million dollar FTTH Project consists of 3,000 miles of backbone fiber with more than 15,500 subscribers. It continues to grow at a rate of 100 – 125 subscribers monthly.
- Accountable for the safety and productivity of over 175 additional crews working daily on our system for electrical make-ready and fiber construction to meet FTTH completion goals.
- Actively pursued private financing solutions through CFC and Co-Bank for approximately 95 Million dollars to cover the electric make ready and fiber construction costs for the Co-Mo Connect FTTH Project that was completed without any Federal or State Funding.
- Hosted dozens of Electric Coops from all across the country who are interested in a hands-on look at our FTTH project.
- The Co-Mo Connect Project is recognized as the "Gold Standard" for how an Electric Coop should deploy a FTTH project.
- Have hosted Congresswoman Hartzler for a first hand look at our FTTH project and have also participated in the Congresswoman's Economic Development Roundtables
- Actively working with coops in Missouri, Arkansas, Illinois, Michigan and Virginia on shared fiber services in an effort to aggregate and lower costs to everyone.

General Manager, Twin Valleys Public Power District - NE May 2000 – November 2005

Provide leadership and direction for all District operations. Advise and assist the Board of Directors on matters of corporate policy and key operational matters.

- Accountable for the financial and operational management of a 5,900 member Public Power District with 22 employees, 2,400 miles of line at 12.5 kV and 69 kV
- Improved efficiencies through restructuring of the operations department to reduce response times and improve the quality of service.
- Provided vision and leadership for the re-engineering of the districts' safety program to promote employee involvement and accountability for all employees.
- Managed system peak irrigation load through various load control rate strategies resulting in considerable savings to the power district and members.
- Successfully negotiated new 20-year retail lease agreements with six communities
- Improved efficiencies within the district stores department to reduce overhead costs.
- Spearheaded the effort to incorporate a regional economic development district in SW Nebraska comprised of two county governments, 8 communities and other governmental groups along with multiple businesses to form the Furnas-Harlan Partnership, which continues to be very active in economic development activities today.
- Appointed to serve on the Governors Water Task Force for the Republican River Basin to act as a liaison to help find resolution in dealing with surface and underground water concerns in SW Nebraska.

Nebraska Public Power District**April 1999 – May 2000****Retail Operations Team Leader, Retail Systems Control,**

Provide leadership and direction for NPPD Retail and Wholesale Customers in developing Sub-transmission Planning and Operating Agreements. Policies and Procedures for Future Strategies and Retail Realignment of transmission, sub-transmission and distribution facilities. Acted as a liaison to build collaboration between all entities and parties.

- *Lead representatives of the Wholesale Partners group to create Sub-Transmission Agreements, Policies and Procedures for the respective Advisory, Planning and Operating committees.*
- *Facilitated the transition of district resources to the respective wholesale partner, including sub-transmission lines, substations, distribution facilities, easements, maps and other documentation.*

Retail Operations Team Leader, Eastern Region, NPPD May 1997 – August 1999

Provide leadership and direction for the retail operations team in the Osceola District. Manage the operating budget and maintain a high level of customer satisfaction.

- *Accountable for effective implementation of business processes to support Retail Customer Care, Sales and Operations business objectives.*
- *Responsible for work direction, performance management, and salary administration. Provided continuous personal development for employees; career planning coaching, training and counseling in the work group.*
- *Responsible for resource budgeting, planning, strategies and expenditures. Ensured quality, timely and cost effective services were provided to the customer.*

Interim Regional Operations superintendent, NPPD December 1994-May1997

Supervise and manage all phases of the operational areas in the Eastern Region including: Engineering, Dispatching, Distribution and Sub-transmission Operations. Substation Maintenance, Metering and Stores. Maintain a high level of customer satisfaction and dependable service with sound economic guidance.

- *Member of the Safety Managing Process Improvement Team*
- *Developed and implemented a Safety Self-Assessment Program for the Eastern Region Operation group.*
- *Restructured the Stores Department, reduced the number of storerooms and eliminated unnecessary overhead.*

District Superintendent 1, York NPPD June 1990 – November 1994

Supervised and coordinated all operations in the York District. Provided for the needs of wholesale and retail customers. Developed and controlled the York District Operating Expense Budget and assisted with the Capital Additions Budget. Performed duties as required in the absence of immediate supervisor.

Regional Dispatch, Central Region, NPPD January 1985 – June 1990

Supervised the 24-hour Regional Dispatching department. Coordinated activities and projects affecting the transmission and sub-transmission systems with the Hastings Control Center, wholesale customer and district personnel.

Sub-transmission Dispatcher, Central Region, NPPD August 1982-January 1985

Coordinated switching with the Hastings Control Center, Rural Power Districts. Municipal Interconnections and Wholesale customers in accordance with established safety procedures. Wrote and issued switching orders, working clearances, permits, and coordinated data from multiple sources.

Lineman, Kearney District NPPD October 1979-August 1982

Performed construction, maintenance and operation activities on the NPPD electrical systems, including sub-transmission and distribution lines, substations and equipment.

Education

Management Internship Program, NRECA, 2004

New CEO Conference, NRECA, 2000

Post Graduate – 45 Credit hours toward MBA, Kearney State College, Kearney, NE

BA in Education – 1978, Kearney State College, Kearney, NE

Electrical wiring – 1973 Central Community College, Hastings NE

Professional Service and Activities

Past President and Director, Central Electric Power Cooperative, Jefferson City, MO 2005 – present

Executive Committee Member, Missouri Electric Coop Association, Jefferson City, 2010 - 2012

Fiber Task Force Member, Missouri Electric Coop Association, Jefferson City, MO 2013 - present

Load Management Committee, Missouri Electric Coop Association, Jefferson City, 2005 – present

Director, Association of Missouri Electric Cooperatives, Jefferson City, MO 2005 – present

Board Member, Rural Broadband Initiative, 2011 – 2014

Vice President, Moniteau Rural Economic Development Corporation, California, MO 2005 – present

Broadband Task Force Member for Mid-Mo Regional Planning Commission, 2011 – present

Member of the Republican River Management Association, NE 2000 – 2005

Policy & Resolutions Committee Member, NE Rural Electric Association, 2000 – 2004

President, Furnas/Harlan Economic Development Partnership 2002 – 2005

Appointed to the Nebraska Governors Water Task Force 2000 – 2003

Past Board Member, Cambridge Chamber of Commerce, 2000 – 2003

President, Cambridge Service Organization, 2001 – 2004

Charter Member, Cambridge Rotary Club, 2002 – 2005

(b) (6)

2004 – 2005

Scoutmaster, Boy Scout Troop 172, York, NE 1991 - 2000

BILL NORTHEY, IOWA SECRETARY OF AGRICULTURE

Wallace State Office Building
 502 E. 9th Street
 Des Moines, IA 50319
 (515) 281-5322
 agri@iowaagriculture.gov

EDUCATION**Southwest Minnesota State University**

Master of Business Administration, 2004

Iowa State University (ISU)

Bachelor of Arts, Agricultural Business, 1981

Professional Experience**Iowa Farmer, Spirit Lake, IA**

- Uses cover crops, reduced tillage, GPS, grid soil sampling and identity preserved production on the farm.
- Currently raises corn and soybeans, with experience in Alfalfa, hogs and cattle throughout his years

Secretary of Agriculture, Iowa Department of Agriculture and Land Stewardship (IDALS)**2007– Present**

- Elected by the people of Iowa in November of 2006, 2010 and 2014
- Leads a Department of approximately 340 employees and has responsibility for programs that affect the quality of life for every Iowan
 - The Division of Soil Conservation and Water Quality provides farmers with expertise and funds to help them install practices that preserve our highly productive soil, prevent erosion and protect our critical waterways. The Department is focused on making sure future Iowans can experience the same high quality of life that past generations have enjoyed in our state
 - The Consumer Protection & Industry Services Division and the Food Safety & Animal Health Division are responsible for a wide variety of consumer protection and agriculture promotion programs including regulating meat processing, commercial feed and fertilizer, pesticide application, and dairy production and processing. The Weights and Measures Bureau makes sure both buyers and sellers are treated fairly at the gas pump, grocery store or grain elevator
- Established and works to fulfill the Department's mission to provide leadership for all aspects of agriculture in Iowa, ensure consumer protection and promote the responsible use of our natural resources.
- Serves to support a prosperous economy in Iowa
 - Secretary Northey has participated in over 20 international trade missions promoting Iowa agriculture and its commodities, leading 6 of those missions.

District Commissioner, Dickinson County Soil and Water Conservation District**1998 – 2006**

- As commissioner, Northey pursued water quality improvement in the Iowa Great Lake Watershed, including East and West Okoboji Lakes, and Spirit Lake

Co-Founder and President, Innovative Growers, LLC

- Established the farmer-owned and farmer-managed group designed to capitalize on demand for the production of specialty grain products.

PUBLIC SERVICE INVOLVEMENT

National Corn Growers Association, Member; Past President 1995-1996
 National Association of State Departments of Agriculture (NASDA), Member; Past President 2011-2012
 Midwest Association of State Departments of Agriculture, Member
 Hypoxia Task Force Committee, Co-Chair
 EPA's Farm, Ranch and Rural Communities Committee, Member
 Aspen Nicholas Water Forum, Invited Expert, 2015 & 2016
 The Hunt Institute, Hunt Kean Leadership Fellows, Alumni
 Commission on 21st Century Production Agriculture
Appointed by Senator Lugar to the 11-member Commission
 Iowa USDA Farm Service Agency State Committee, 2001-2005
 Dickinson County Farm Bureau, Member; Past President, Vice President and Committee Chair
 Ag Ventures Alliance, Board Member
 Bennett Roundtable of the Farm Foundation, Member
 Wallace Institute Project Advisory Committee, Member
 Pew Foundation Committee for Food and Biotechnology, Member
 Keystone Dialogues on Biotechnology and Trends in Agriculture, Member

INTERNATIONAL TRADE MISSIONS

Lead the Trade Mission

- Cuba Iowa Corn Growers, October 1-5, 2007
- China Iowa Soybean Association, March 3 – April 6, 2008
- China & Taiwan Iowa Soybean Association, March 23 – April 4, 2009
- Korea & Japan Iowa Department of Economic Development, March 29 – April 11, 2010
Joined by US Secretary of Agriculture Tom Vilsack
- Brazil Iowa and Delaware Farmer Group, February 14-25, 2012
- Mexico NASDA/TriNational Accord (Canada & Mexico), October 2-5, 2012

Attended the Trade Mission

- Ukraine & Romania USDA, June 11-21, 2016
- Dominican Republic & Costa Rica: Iowa Economic Development Authority, February 21-26, 2016
- China & Japan Iowa Economic Development Authority, November 14-21, 2015
- China Iowa Soybean Association, March 21 – April 1, 2015
- Philippines & Malaysia: USDA, March 7-14, 2015
- Israel & Turkey Iowa Economic Development Authority, June 12-21, 2014
- China Iowa Economic Development Authority, March 28 – April 5, 2014
- India & Japan Iowa Economic Development Authority, September 6-17, 2013
- India Education and Agriculture led, February 1-11, 2013
- Turkey USDA, June 9-15, 2013
- China Iowa Soybean Association, March 15-25, 2013
- Japan & Korea Iowa Economic Development Authority, December 8-16, 2012
- China USDA Agribusiness Trade Mission, March 21-31, 2012
- Japan Iowa Department of Economic Development (IPPA), November 5-12, 2011
- Korea & China Iowa Department of Economic Development, June 12-19, 2011
Joined by Iowa Governor Terry Branstad
- Mexico NASDA/TriNational Accord (Canada & Mexico), April 14-20, 2007

HONORS and AWARDS

- 2016 Graham Award for Outstanding Service to Agriculture, National Assn. of State Departments of Agriculture;
Foreign Animal Disease Leadership Team recognized for the response to highly pathogenic avian influenza
- 2016 Master Farmer Recognition, Class of 2016, Wallaces Farmer
- 2016 4-H Outstanding Alumni Award
- 2016 Distinguished Achievement in Agriculture Award, Gamma Sigma Delta
 Distinguished Service Award, Iowa Corn Growers Association

BILL NORTHEY, IOWA SECRETARY OF AGRICULTURE

Wallace State Office Building
 502 E. 9th Street
 Des Moines, IA 50319
 (515) 281-5322
 agri@iowaagriculture.gov

FARMER

- 4TH generation corn and soybean farmer
 - Has continued to farm for 35 years near Spirit Lake, Iowa
 - Practices conservation
 - Cover crops, 3 years
 - No-till, 25 years
 - Grass waterways
 - Split nitrogen applications

IOWA SECRETARY OF AGRICULTURE

- Travels to all 99 counties in Iowa each year – 10 years in office total
 - Between January 1, 2016 – November 21, 2016: 120 speaking engagements reaching over 16,000 people across the State of Iowa
 - Travels internationally to promote agriculture
 - Visited 34 countries
 - Attended 22 missions during his 10 years in office, leading 6 of the missions
 - Hosts International Delegations in Iowa to support and promote international relationships
 - In 2016, Northey has hosted: Haryana, Andhra Pradesh, Hebei, Canada, Japan, China, South Korea, Kosovo

LEADERSHIP HIGHLIGHTS

- In 2014 Northey earned nearly 60% of the vote, resulting in more votes than any other candidate in Iowa
- **Public Service Experience**
 - National Corn Growers Association – Member and Past President (1995-1996)
 - National Association of State Departments of Agriculture – Member and Past President (2011-2012)
 - Promotes renewable fuels and trade
 - Midwest Association of State Departments of Agriculture – Current Member
 - Hypoxia Task Force Committee – Co-Chair (2012- Present)
 - EPA's Farm, Ranch and Rural Communities Committee – Current Member
 - Commission on 21st Century Production Agriculture
 - Appointed by Senator Lugar to the 11 member commission
 - Farm Bill Advisory Commission
 - Iowa USDA Farm Service Agency State Committee – Member (2001-2005)
 - Bennett Roundtable of the Farm Foundation – Member and Past President, Vice President and Committee Chair (2003 - Present)
- **Recent Honors**
 - 2016 James A. Graham Award for Outstanding Service to Agriculture, NASDA;
Foreign Animal Disease Leadership Team recognized for the response to highly pathogenic avian influenza
 - 2016 Master Farmer, Wallaces Farmer
 - 2016 4-H Outstanding Alumni Award
 - 2016 Distinguished Achievement in Agriculture Award, Gamma Sigma Delta
 - 2015 State Public Service Award, National Association of Clean Water Agencies
 - 2014 Recognition of Contribution to Iowa Renewable Fuels Industry, Eco Engineers – RIN Academy
 - 2008 Gulf Guardian Award, EPA's Gulf of Mexico Program Partnership

CAROLYN TATUM RODDY, ESQUIRE

(b) (6)

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(b) (6)

PROFESSIONAL BACKGROUND

Attorney experienced in representing corporate clients before federal, state and municipal regulatory and administrative agencies and legislative bodies. Expertise in representation of utilities, particularly telecommunications companies, and in providing corporate, regulatory, litigation, and transactional support, negotiation and mediation services, corporate compliance and government affairs strategies and support.

EXPERIENCE
Carolyn Tatum Roddy, PC
Attorney
Marietta, GA
2009-present

Manage general law and litigation practice with emphasis on administrative law and specialization in representation of companies before federal, state and municipal governments. Signature representations:

- Advised Georgia agency on FCC USF transformation impact on LECs and broadband offerings;
- Managed corporate legal and regulatory affairs of North Carolina broadband provider;
- Consulted and developed BTOP and BIP broadband grant applications;
- Prepared ERISA health and welfare wrap-documents for more than 125 companies;
- Served as Adjunct Professor of Administrative Law at Atlanta law school 13 semesters.
- **Trump Transition: Counsel on Transition Legal Team, FCC Landing Team, and FCC Beachhead Team October 2016 - June 2017.**

Satellite Industry Association
Director Regulatory Affairs
Washington, DC
2006-2009

Non-profit trade association representing satellite launch, service providers and manufacturers.

- Directed corporate, regulatory and government affairs;
- Represented industry before Congress, FCC, USTR & OSTP & Commerce, State, Defense & Homeland Security Departments;
- Reviewed proposed agency actions and submitted coordinated industry comments;
- Managed corporate compliance and served as chief legal officer and secretary;
- Coordinated industry working groups and conferences;
- Served as Interim Executive Director.

Carolyn Tatum Roddy, PC
Attorney
Marietta, GA
2002-2006

Managed general law and litigation practice. Signature representations:

- Negotiated CLEC municipal right-of-way permits in more than 40 US cities;
- Consulted on state and national requirements for becoming a non-profit corporation;
- Served as General Counsel of international technology firm and local CLEC regulatory counsel.

Troutman Sanders LLP
Counsel
Atlanta, GA
2000-2002

Law firm with more than 650 lawyers in US, UK, and Hong Kong.

- Served as lead counsel for wireless, broadcast and electric utilities before the FCC and FERC;
- Represented wireless providers, wholesale telecommunications companies and competitive local exchange carriers clients at Georgia, North and South Carolina, Alabama and Tennessee PUCs;
- Negotiated terms of franchise agreements with more than 50 municipalities nationwide;
- Provided regulatory services for international telecom provider to enter US market;
- Collaborated with Hong Kong office on legal issues for US companies operating in China;
- Represented client before Georgia General Assembly;

USDA-19-0062-A-000017

- Assisted roll-out of broadband-over-wireline for signal carriage.

**Sprint Communications Company LP
Regulatory Counsel, Southeast**

**Atlanta, GA
1995-1999**

- Served as CLEC, wireless and interexchange carrier business units before utility commissions in Georgia, Tennessee, North Carolina, Kentucky, Alabama, Mississippi, and Florida.
- Coordinated agency filings and conducted hearings under the Telecommunications Act of 1996, including negotiation and arbitration of interconnection agreements and Section 271 proceedings;
- Represented clients in licensing disputes, fraud investigations, and formulation of corporate regional legislative policy.

**Federal Communications Commission
Attorney**

**Washington, DC
1983-1995**

- Represented FCC in rulemaking, licensing, tariff and enforcement proceedings involving wireline, wireless, and other telecommunications providers.
- Served as FCC Congressional and governmental liaison for five years on matters affecting wireline, wireless, public safety communications and on FCC authorizations and appropriations.

**US Representative Newt Gingrich
Legislative Director & Chief Legislative Assistant**

**Washington, DC
1981-1983**

- Chief legislative advisor to Congressman and managed 6-member legislative staff.

**Georgia Supreme Court Presiding Justice Harold N. Hill
Law Clerk**

**Atlanta, GA
1980-1981**

- Drafted opinions, bench briefs, and memorandums on cases before the state's highest appellate court.

EDUCATION

**Juris Doctor, University of Georgia
Academy of International Law, International Certificate**

**Athens, GA
The Hague, NL**

ABA National Moot Court Team; Moot Court Executive Board; Co-Chair Russell Competition; Editorial Staff, Georgia Journal of International and Comparative Law; Selected for Prosecutorial Clinic and Third Year Trial Program. Hired to work as Legal Research and Writing Instructor for 1L class in final year.

A.B. in Journalism, *cum laude*, University of Georgia

Athens, GA

Communications Experience: Student Reporter, State and News Editor, The Red and Black, Athens, GA; Post-Graduate News and Sunday supplement reporter, The Herald, Chronicle, Augusta, GA.

LEGAL CREDENTIALS

- Member, Georgia, District of Columbia, and US Supreme Court Bars;
- Certified in Eleventh Circuit & District Courts, Georgia Supreme Court and Georgia Court of Appeals;
- Registered Georgia General and Domestic Mediator.

PROFESSIONAL & COMMUNITY INVOLVEMENT

- Member, Board of Directors, Georgia Technology Authority, 2014-Present;
- Member, Board of Directors, Georgia Department of Driver Services, 2011-2015;
- Member, Transition Team for Georgia Attorney General, 2010;
- Atlanta Chapter Co-Chair, Federal Communications Bar Association, 2002-04, 2006-2013;
- Member Cobb Neighborhood Safety Commission (Police/Fire/First Responder), 2014-2015;
- Member, Cobb Transit System Advisory Board, Marietta, Georgia, 2011-2014;
- **Deputy Metro Atlanta Field Representative, Trump Georgia Presidential Campaign, November 2016-March 2017.**

M. Kiersten Adams

(b) (6)

EDUCATION

University of Colorado at Boulder—Leeds School of Business

Bachelor of Science in Business Administration with Emphasis in Marketing and Operations Management; May 2018

University of Colorado at Boulder—School of Arts and Sciences

Bachelor of Arts in Psychology; May 2018

Honors and Activities: Dean's List, Business Ethics Case Competition, Supply Chain Case Competition

EXPERIENCE

University of Colorado at Boulder—Leeds School of Business

Business Communications Consultant: August 2017-present

- Encourage, motivate, and coach business students to improve written and verbal business communication skills
- Conduct writing workshops on cover letters, proposals, memos, emails, and resumes
- Coordinate conferences for 175 student teams and 9 staff members
- Maintain relationships with professors in order to define and express expectations accurately

Craftsy, Denver, Colorado

Brand Marketing Editorial Intern: June-August 2017

- Assisted with marketing campaigns, including generating outreach ideas, building new posts, and coordinating distribution
- Facilitated SEO keyword research and utilized google analytics to analyze and optimize posts
- Increased subscription rates 5% in just 2 months by making blog posts more customer-centric
- Recruited and developed relationships with freelance writers to grow the company's network and produce quality content

J Ronald Terwilliger Foundation for Housing Americas Families, Vienna, Virginia

Marketing Intern: June 2015-August 2016

- Conducted outreach to industry associations, foundations, think-tanks, public interest groups, academic institutions, and elected officials
- Developed a direct-mail marketing campaign and assisted with developing content and recruiting policy experts for the Housing America's Families Summit and the Make Housing Great Again event

Everything but Water, Denver, Colorado

Supervisor: January-June 2015

- Managed and collaborated with team members to improve professional customer service
- Ensured sales goals were met by encouraging and promoting teamwork amongst sales associates
- Communicated with regional managers regarding traffic, conversion rates, and sales
- Sustained appropriate inventory levels and monitored demand forecasts in order to place accurate orders

EXTRACURRICULAR ACTIVITIES

(b) (6)

; Project Management Club; (b) (6); Kelly Ayotte for Senate

E-mail: (b) (6) Phone: (b) (6) Address: (b) (6)

Education

University of Virginia (Charlottesville, VA)

Fall 2015 — Spring 2018

BS in Government, *with high honors*

Distinguished Majors Program Thesis: *Storm the Field or Shut the Blinds: The Impact of Anger and Anxiety Appeals in Political Advertisements on Voter Turnout*

GPA: (b) (6); Major GPA: (b) (6)

Relevant Courses:

Mass Media and American Politics, Russia in World Affairs, Media Policy and Law, Political Advertising, Political Research Methods, American Presidency, Politics of Developing Nations, Virginia Elections, Political Communication and Congress

Work Experience

U.S. Senator Tom Cotton (Washington, D.C.) May — June 2017; Dec 2017 — Jan 2018

Paid Intern

- Answered constituent calls, led tours, and assisted with legislative research and constituent correspondence, specifically on health care and labor policy
- Logged constituent information, phone calls, letters, and messages
- Acted as a liaison for the senator by greeting constituents in the front office

Rob Bell for Delegate (Charlottesville, VA)

Sept 2017 — Nov 2017

Paid Intern

- Canvassed for the successful reelection campaign of Virginia State Delegate Rob Bell
- Door-knocked and distributed literature in the 58th district of Virginia's House of Delegates

Avalon Yacht Club (Avalon, NJ)

Summer 2012 — Summer 2017

Director of Youth and Sailing Program

- Sailing Instructor, 2012-2016; Promoted to Director in 2017
- Taught intermediate to advanced sailing skills and organized competitive regattas

University of Virginia Center for Politics (Charlottesville, VA) Aug 2016 — Dec 2016

Intern

- Worked with Dr. Larry Sabato on the Global Perspectives on Democracy program
- Created databases for the Youth Leadership Initiative's National Mock Election

Bryce Reeves for State Senate (Charlottesville, VA)

Oct 2015 — Nov 2015

Paid Intern

Ashton L. Saunders

(b) (6)

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EXPERIENCE

Staff Assistant/Tour Coordinator – U.S. Sen. Thom Tillis, Washington, DC Sept. 2017– Present

- Schedule and coordinate tours of the White House, Capitol and other federal buildings for North Carolina groups and families visiting D.C.
- Welcome incoming constituent and advocacy meetings while coordinating conference spaces and answering the main phone line
- Train and manage interns on front office procedure, phone policy and tour appointments
- Compile morning news clips, imbedded mentions and television hits for the Senator and staff
- Assist Judiciary Legislative Correspondent in researching and writing constituent letters
- Help scheduling staff with incoming requests to coordinate tour appointments with the Senators calendar
- Resolve conflict by managing constituent expectations and anticipating staff needs

Research Intern – Senate Foreign Relations Committee, Washington, DC June 2017 – July 2017

- Conducted research for professional staff members and policy analysts
- Supported Foreign Relations Committee Coordinators during preparation and execution of hearings
- Researched written work for professional staff members on multiple ambassadorial nominations
- Helped welcome foreign Heads of State to U.S. Capitol

Intern – U.S. Sen. Bob Corker, Nashville & Chattanooga, TN May 2016 – May 2017

- Assisted State Director with special projects and events, including logistics for Senator's travel
- Compiled morning news clips from municipal sources for the Washington office press staff
- Updated constituent federal casework inquiries in Intranet Quorum for Constituent Services Representatives

Intern— Bradley County District Attorney, Cleveland, TN Sept. 2015– Nov. 2015

- Conducted pre-trial case discoveries to ensure all affidavits, police reports and pieces of evidence were present
- Issued victim release notice letters and assisted Victims Witness Coordinator with clerical tasks

EDUCATION

B.A., History, Lee University, Magna cum Laude July 2017

- *"Communist Fear in the Cold War: The Civic Paradox"*
21st Annual Snell Lecture Series – April 5, 2017
- *"Otto von Bismarck and Wilhelm I: Prussia's Central Relationship to German Unification"*
13th Annual Southeast Tennessee Historical Conference – April 11, 2017

A.A., General Studies, Haywood Community College, Magna cum Laude July 2015**SKILLS**

- Strong Writing and Editing Skills
- Strong Organizational and Communication Skills
- Social Media Influencing and Branding
- Able to Meet Deadlines, Anticipate Needs and Manage Expectations
- Critical Thinking and Analytical Research

Kelsey Barnes

(b) (6)

Education

Texas A&M University

Master of Agriculture in International Development (GPA (b) (6))

College Station, TX

Expected May 2018

Mississippi State University

Bachelor of Science in Agriculture Science

Starkville, MS

May 2015

Work Experience

U.S. Senate Committee on Agriculture, Nutrition, and Forestry

Intern for Majority Leader, Chairman Pat Roberts

Washington, D.C.

June 2017- Aug. 2017

- Attended Hearings for the 2018 Farm Bill and briefings over agriculture issues.
- Wrote memorandums and summaries for Legislative Assistants on the committee.
- Collaborated with agriculture businesses and constituents to consider new opportunities in the industry.

Army National Guard

12 N. 913th Engineering Unit

Union City, TN

Dec. 2010- Dec. 2016

- Maneuvered heavy equipment, such as, dozers, track hoes, and dump trucks.
- Operated heavy equipment in Germany, Romania, and Bulgaria on joint projects.

AgriCorps, Inc.

Agriculture Development Fellow

Gbuluhagu, Ghana

Aug. 2015- June 2016

- Thrived in a rural developing community to gain trust and understanding.
- Developed strategies to overcome agriculture barriers and challenges.
- Introduced new agriculture ideas, techniques, and technologies to farmers and youth.

Mississippi State University

Student Researcher, College of Agriculture and Life Sciences

Starkville, MS

Oct. 2014- 2015

- Conducted a research study on barriers students face to study abroad.
- Presented my research at the Mississippi State Research Symposium.

Crop Production Services

Intern for the West Tennessee and West Kentucky Division

Union City, TN

May 2013-July 2015

- Scouted, pulled tissue samples, and worked with precision Ag for the division office.
- Assisted in multiple corn and soybean test plots.

Honors

Military- Personal Achievement Award 2014; Commanders Coin (bravery) 2013; Steele Soldier Award (highest physical fitness score) 2011

Academic- John C. Stennis Program for Congressional Interns 2017; Awarded the ALEC HIE Scholarship 2017; NCGA Scholarship recipient 2017; Graduated with cords for military service and sorority service 2015

Activities

AgriCorps, Speaker

2016- Present

Study Abroad, Costa Rica and Haiti

2017

National FFA Convention, Proficiency Judge

2014, 2017

Chimes for Charity events, Volunteer

2008- 2016

Pi Beta Phi sorority, Member

2012- 2015

National Agri-Marketing Association, Member

2012- 2014

Tennessee FFA Association, Member

2007- Present

Kelsey Barnes
(b) (6)

References

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Bette B. Brand

Objective	Participate at the national level in a senior position at USDA, developing policies and oversight which focus on supporting a sustainable and competitive American agricultural system and viable rural communities.		
Experience	2017-present	Farm Credit of the Virginias	Roanoke, VA
	Chief External Affairs Officer		
	<ul style="list-style-type: none"> ▪ Serve as the legislative officer for the association, effectively building relationships with members of Congress, advocate for Farm Credit and our members and collaborate with other System officers. ▪ Responsible for association messaging and communications. ▪ Oversee the continued impact of the Farm Credit Knowledge Center. ▪ Serve on the Farm Credit University Board of Visitors. 		
	2014-2016	Farm Credit of the Virginias	Roanoke, VA
	Chief Sales Officer/Legislative Affairs		
	<ul style="list-style-type: none"> ▪ Led the business development of \$1.8 billion lending organization. ▪ Led a team of Commercial Agricultural and Agribusiness lenders located across the FCV footprint- 2015-present. ▪ Supervised the continued impact of the Knowledge Center team. ▪ Supervised the branding of our organization through the Marketing Department team. ▪ Served as the Legislative Officer for the association, effectively built relationships with members of Congress, advocated for Farm Credit and our members and collaborated with other System Legislative officers. ▪ Served on the Farm Credit System Diversity and Inclusion Work Group 2013-2015. ▪ Serve on Farm Credit University Board of Visitors. 		
	2005-2014	Farm Credit of the Virginias	Roanoke, VA
	Chief Sales Officer		
	<ul style="list-style-type: none"> ▪ Responsible for sales development for a \$1.6 billion lending organization with 24 branch offices in 96 counties of Virginia and West Virginia. ▪ Worked closely with CEO and Board to advocate to members of Congress and the Virginia and West Virginia General Assembly on behalf of our customers and FCV. ▪ Responsible for the creation and development of FCV Knowledge Center. ▪ Served as an external public relations specialist with other agricultural and rural organizations. ▪ Worked closely with Human Resources Department to recruit and train new sales officers. ▪ Served as Project Manager for Association Quality Customer Service Action Team. ▪ Served as a member of the TOTAL (Training of Today/Tomorrow Association Leaders) Action team. ▪ Instrumental in the creation of Farm Credit University and served as a member 		

of the Farm Credit University Board of Visitors 2004 – present.

- Completed Foundations of Leadership Development Program – Level II-2006, Level III-2010

2001-2005 Farm Credit of the Virginias Roanoke, VA
Southern Region Sales and Lending Manager

- Led team to increase loan volume from \$83 million to \$95 million in six months.
- Processed \$33 million in loan actions in six months with a staff of 18.
- Exceeded all goals in first six months.
- Guided my team through a major merger of four organizations.
- Completed Executive Leadership Coaching Program with Mark Wright, Wright Group, USA, Inc. – 2001.

1985–2001 Roanoke Farm Credit Roanoke, VA
Chief Financial Officer

- Responsible for the development and implementation of policy and management initiatives in the areas of finance, marketing, administrative services, management information systems, and human resources in an association with \$110 million loan portfolio and a territory covering 20 counties in Virginia and West Virginia.
- Managed the automation and networking of six branch offices involving 26 employees.
- Responsible for all financial and regulatory reporting and disclosures to stockholders, outside auditors and federal examiners.

1985–1986 Roanoke Farm Credit Roanoke, VA
Loan Officer/Marketing Manager

- Responsible for loan origination, financial analysis, appraisal, servicing and collections of a diverse loan portfolio of approximately \$20 million in the counties of Roanoke, Allegheny, Botetourt, and Craig. Also responsible for the planning and implementation of an aggressive marketing effort for the Association and handling public relations matters.

1982-1985 Warrenton Farm Credit Leesburg, VA
Loan Officer

- Responsible for originating and servicing a diverse portfolio of approximately \$63 million, consisting of large complex loans in Loudoun and Fairfax counties in Northern Virginia.

Education	June 1991	VPI & SU	Blacksburg, VA
	<ul style="list-style-type: none"> ▪ Master of Business Administration, The R. B. Pamplin College of Business ▪ Concentration in Finance and Management. 		
	1978-1982	VPI & SU	Blacksburg, VA
	<ul style="list-style-type: none"> ▪ B.S. Animal Science 		

Professional
Organizations

Virginia Agribusiness Council

- First Female Chairman of the Council in its 30 year history - 2000-2001, Chair 2017
- Board of Directors – 1990 – present
- Executive Committee – 1992-2004, 2015-present
- Planning & Program Development Committee 2012-2015
- Operations, Policy, and Oversight Committee 2005-2011
- Secretary – 1999
- Treasurer - 1998
- Research and Education Committee – 1988-1996
- State Legislative Affairs Committee 1990-present, Chairman 1997, 1999, 2000

Virginia Foundation for Agriculture in the Classroom (AITC)

- Member of the Board of Directors - 2005 – present
- Development Committee – 2012-present, Chairman 2012-2014
- Resources Committee – 2005 - 2011

Virginia Horse Council

- Member of Board of Directors - 1986-present
- Legislative/Issues Committee – 1987-present, Chairman – 2008-present
- Regional Director 2001-present
- Co-Creator of TheVirginiaHorse.com – 2012
- Legislative Trail Ride Chairman 1987-2001
- President 1988-1991
- Sr. Vice President 1991-1994
- Virginia Horse Festival Committee 1987-1994
- Represent Roanoke Valley Horsemen's Association on Board

Virginia State University -Department of Agriculture Advisory Committee - 2012-present

Virginia Beginning Farmers Coalition - 2011-2015

Virginia Equine Center Foundation (Virginia Horse Center)

- Appointed by Governor Mark Warner – served 2003-2006
- Chairman 2004-2005
- Instrumental in securing long term financing for the Center and insuring its permanency to serve the Horse Industry.

Advisory Committee for Center for Agribusiness Management – Virginia Tech 2005 – 2010

Virginia Tech Animal and Poultry Industry Advisory Committee – 1984-2001, 2014-present

Virginia Tech College of Agriculture and Life Sciences Mentor Program - 2017

Virginia Tech College of Agriculture and Life Sciences Ag Leadership Council 1998-2001

- **Virginia Tech Agricultural Alumni Organization**
- Board of Directors 1991-1997
- Chairman, Special events – 1993
- **Virginia Council of Farmer Cooperatives**
- Board of Directors - 2002-2014
- Audit Committee Chairman – 2003-2010
- Cooperative Month Annual meeting Committee – SW VA 1990-2001
- **AgFirst Credit Union**
- Board of Directors – 1998-2001

Virginia Tech Athletic Fund (Hokie Club)

- Hokie Representative 1989-2016
- Golden Hokie Club Member 1989-2016
- Hokie Representative Award Winner 1989-2006
- Roanoke Chapter Secretary 1992-1994
- Student Athlete Involvement Committee 1993

Old Dominion Pony of the Americas Club, Inc. 1986-2012

- Nationally approved horse show judge 1986-2012

Certified Open Horse Show Judge – NC State University 1993, 1997, 2000, 2003, 2007

- Certified in hunt seat, stock seat, saddle seat and non-trotting

Awards
Received

- **VA Tech Agricultural Alumni Organization Distinguished Service Citation 1998**
- **Virginia Horse Council Distinguished Service Award 1995**
- **American Biographical Institute, Inc. – Woman of the Year 1993**
- **Kellogg National Fellowship Program Nominee 1992**
- **Citation's Who's Who, Registry of Rising Young Americans 1993**
- **Outstanding Young Women of America 1986, 1988**
- **Member of Covenant Presbyterian Church**

Community
Service and
Activities

- **(b) (6)** – 2012-present
- Elder 2006-2008
- 50th and 60th Anniversary Committee – 2007
- Renewal and Re-evaluation Committee – 2007
- **Member of Roanoke Valley Horsemen's Association 1988-2016,**
- Horse Show Committee 1997-2001
- Coordinator/equine representative-Greenways Committee

D. Brent Hampy

(b) (6)

Objective

USDA Missouri Farm Service Agency Director position

Education

University of Missouri

Columbia, Mo

B.S. in Wildlife Management

Texas Tech University

Lubbock, TX

M.S. in Range and Wildlife Management

Experience

Agriculture

1978-present

Row crop and beef cow-calf operation

Landowner since 1987

Century farm in family operation

Commercial Excavation

1999-2012

Commercial building and drainage projects

Leadership

Pettis County Commissioner

elected 2012

Re-elected 2016

Responsible for 865 miles of county roads, 163 bridges

Partnered with City of Sedalia and PC Economic Development

To bring largest new business project to Missouri in 10 years

Serve as Pioneer Trails Regional Planning Commission Chair

Missouri Farm Bureau State Board Member-Dist 4

2013-present

Pettis County FB President

1992-1996

MFB Resolutions Committee appointments

MFB Member

1980-present

Missouri Pork Producers Association

County President and member

1979-1988

Served on resolutions to author Farm Bill language

(b) (6)

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Barry Bushue

(b) (6)

A proven leader and advocate for the natural resources communities in Oregon and nationally with over 25 years of experience. A successful coalition builder with a track record of working with industry stakeholders to create positive solutions, unified public policy positions, and a positive public image for agriculture producers. Skilled and knowledgeable in public policy with experience working in the legislative process, with state and federal agencies, and in the legal arena.

KEY SKILLS

- +Policy Development
- +Policy Implementation
- +Issues Management
- +Networking
- +Collaboration
- +Coalition building
- +Public Speaking and Advocacy
- +Political Relations
- +State Public Policy Issues
- +National Public Policy Issues

KEY STRENGTHS

- +Effective Leader
- +Goal Setting
- +Solution Oriented
- +Team Player
- +Long Term Planning
- +Intuitive
- +Creative
- +Political Strategist

AWARDS

- +Agribusiness Council of Oregon
Agriculturist of the Year, 2014
- +Oregon Women for Agriculture *Service to Agriculture Award, 2011*
- +Oregon Farm Bureau *Fundraiser of the Decade, 2010*

EDUCATION

BACHELOR OF SCIENCE
Oregon State University

CAREER HIGHLIGHTS

PRESIDENT/CEO at OREGON FARM BUREAU FEDERATION
Salem, OR • 1999-Present

Elected president of Oregon Farm Bureau to positively represent the agriculture industry. Advocate for good public policy for farmer/rancher members. Responsible for finances, actions and business decisions of organization.

- + Raised the profile of Oregon Farm Bureau as a key player in the natural resources industry at the state and national level
- + Created a period of growth where membership has more than doubled
- + Developed extensive relationships within the business and natural resources organizations and with state and federal agencies
- + Grew governmental affairs department to include a policy counsel and a national affairs specialist
- + Wrote and provided testimony to policy makers at the local, state and federal level including U.S. Senate subcommittees and a joint hearing of the U.S. House committee on Natural Resources and Agriculture
- + Partnered with other Farm Bureau leaders to reform our advisory committee structure for better issues management and use of members expertise.

OWNER/OPERATOR at BUSHUE FARMING CO., INC.
Boring, OR • 1988-Present

- + Incorporates a variety of farming practices to attain best crop yields
- + Effectively transformed the family farm from wholesale into a retail operation
- + Engages in conversations with public about farming and agriculture
- + Manages and oversees budgeting of operations
- + Adapted and diversified crops to changing market trend

VICE PRESIDENT at AMERICAN FARM BUREAU FEDERATION
Washington D.C. ▪ 2008-2015

Elected Vice-President in 2008. Charged with preparing and coordinating the policy recommendations to the House of Delegates at annual meeting. Represented American Farm Bureau as a keynote speaker to farm and civic groups and to the annual meetings of many state Farm Bureaus.

- + AFBF Board of Directors (2002-2015)
- + AFBF Executive Committee (2006-2015)
- + Served as VP of the American Farm Bureau Foundation for Agriculture
- + Board of Directors of AFBF subsidiaries
- + Chaired and served on AFBF committees including, Policy Review, Structure and Governance, and Commodity Advisory Committees
- + Appointed to the USDA "Biotechnology and Agriculture in the 21st Century Advisory Committee" by Secretary of Agriculture Vilsack
- + Worked directly with other Farm Bureau leaders, registrants and EPA staff including the director of the pesticides division
- + Served on the AFBF FQPA Task Force which met to address the Food Quality Protection Act.
- + Extensive experience overseas as part of the AFBF Trade Advisory Committee with trips to China, Japan, Geneva, South Africa, Kenya, and Egypt to meet with government officials and Ag leaders on issues including trade, market access, and policies and protocols for the development, utilization and importing of biotechnology products from the US. Collaboration with USDA Foreign Ag Services was an integral part of the trip.

AGRICULTURAL LEADERSHIP

- + Chairman, Board of Directors - Oregonians for Food and Shelter
- + Board of Directors - Growers for Biotechnology
- + Chairman of Oregon Agricultural Legal Foundation
- + Brand Oregon Advisory Committee - appointed by Gov. Kulongoski, 2004-5 (Vice Chair 2005)
- + Pesticide Use Reporting Task Force - appointed by Governor Kitzhaber, to assist the Oregon Department of Agriculture in developing a pesticide use reporting system, 2002
- + Clackamas Basin Water Quality Advisory Committee - appointed by Governor Kitzhaber to develop and maintain the water quality management plan, 2002 - Present
- + USDA Agricultural Trade Advisory Committee, Fruits and Vegetables – 2002
- + Citizens Network for Foreign Affairs – Ran project in Kyrgyzstan to help the Osh Private Farmers Association develop their grassroots structure and political influence, 1997

TEACHER at SOUTH AUSTRALIAN EDUCATION DEPARTMENT
Whyalla, South Australia ▪ 1973-1988

Taught high school science and mathematics for 13 years. Worked for two years for the Commonwealth of Australia developing education curricula appropriate to rural areas in transition. Finished career as head of the science department, worked directly for the principal with community relations and media, and developed and implemented a new assessment system for the entire school.

Juan Andres Caro

(b) (6)

Summary:

Principled conservative with experience in political communication, campaign management, and governmental affairs. Excels in public speaking, speech writing and fluent in Spanish. **(b) (6)**

Professional Experience:

Otto Reich and Associates LLC, Miami, FL — *Project Assistant to Ambassador Otto J. Reich (Ret.)*

May 2017 – PRESENT

- Built and managed a humanitarian aid coalition for on the Venezuelan humanitarian crisis
- Coordinated the acquisition of 10,000 USD worth of medical equipment in Venezuela
- Transported over 4,000 lbs. of humanitarian aid – worked with exiled Venezuelan reporters, donors, and volunteer medical teams
- Gained experience in international business, consulting, governmental affairs, multimedia management

Conservative Interest Group LLC, Fort Collins, CO — *Founder and Chairman*

August 2015 – PRESENT

- Received over 713,000 views on social media and over 45,000 up-votes on millennial blogs
- Gained Media: 26 news articles — Fox News, Campus Reform, NBC News, and Die Zeit (Germany)
- Organized volunteers to lobby and testify in favor of CO Senate Bill 17-062 —students' right to free speech

Republican Party, Fort Collins, CO — *Executive Board Member*

February 2017 – February 2018

- Chairman of the Candidate Committee — Larimer County
- Vice-chairman of the Second Congressional District — State Republican Party

Committee to Elect Darryl Glenn - U.S. Senate, Fort Collins, CO — *Political Consultant*

August 2016 - November 2017

- Assisted in planning events with elected officials — Senator Ted Cruz, Congressman Ken Buck, and local council members
- Gained experience: Crisis communication, public relations, audience organization, and candidate assistance

Donald Trump for President, Fort Collins, CO — *Colorado Assistant Youth Coordinator (volunteer)*

August 2016 - November 2017

- Reached over 200,000 people with social media programs
- Planned campus-related events for millennial voters
- Assisted National Youth Director, David Blair, on events and projects.

Committee to Elect Ken Summers, Fort Collins, CO — *Senior Campaign Staff*

February 2017 - April 2017

- Organized grassroots efforts, strategized voter contact, and arranged endorsements

Councilman Ray Martinez, Fort Collins, CO — *Environmental Policy Internship*

August 2015 - August 2017

- Gained a comprehensive understanding of local environmental policies

Rocky Mountain Collegian Television, Fort Collins, CO — *Co-Anchor and Commentator*

May 2016 - February 2017

- Conservative voice for the debate segment of CTV's politics newscast

Education and Skills

Harvard University Extension School — Remotely taking Master of Liberal Arts credits in International Relations

Colorado State University, Fort Collins, CO — Bachelor of Science in Ecosystem Science and Sustainability

August 2013 - December 2017

Leadership Institute, Arlington, VA — Campaign Management School Graduate, Grassroots activism training

June 2017, August 2016

Skills: Fluent in Spanish, political communication, interpersonal skills, management, ability to work under pressure

Ed Davidian



Owner Operator of Davidian Brothers Farm, third generation, forth is actively working on the farm, 150 acres fruit and vegetable farm, selling wholesale and retail. Operate a large farm stand in central Massachusetts, (50+ Employees). Committed to keeping Agriculture growing in Massachusetts. 1972- current day Graduate Stockbridge School of Agriculture University of Massachusetts '72

Current activities

President Massachusetts Farm Bureau Federation 2015- present day
 Board of Directors Worcester County Farm Bureau, President Three terms 1975-present day
 Executive Committee New England Vegetable and Berry Growers Association, President two years
 Appointed to the University Massachusetts Extension Board of Public Overseers, Twice
 Northborough Lion Club Member and Director, Melvin Jones Recipient

Past activities

Vice President Massachusetts Farm Bureau 2009-2015
 Member Massachusetts Farm Bureau's Government Relations, Committee Chairman
 Served on American Farm Bureau's MAAPP Committee, Two year study (2003-2005) on what we would like American Agriculture to be in 2019 and recommendations of how to get there.
 Northborough Lion Club Member, President two terms, Melvin Jones Recipient
 Northborough Selectman elected three terms (9 Years), Chairman twice 1990-1999
 Northborough Regional Planning Committee 1993-1999
 Northborough Police Officer 12 years 1976-1988
 Northeast Worcester County Conservation District Director 1973-1985
 Member of the building committee for the Northboro Schools on three schools, Two Elementry Schools and one High School
 Worcester County Farm Bureau Board of Directors 1975- Current day

Evan B. Lee
(b) (6)

January 2017 – Present, U.S. House of Representatives, Hon. Neal P. Dunn, M.D. (FL-02)

Legislative Director; House Committees on Agriculture, Veterans Affairs, and Science, Space and Technology

Developed and directed an aggressive legislative agenda for a first-term Congressman. Advised the Congressman on legislative activity before his assigned committees and on the House floor, as well as House legislative process, organization and procedures. Collaborated with Communications Director on outreach regarding the Congressman's legislative initiatives and voting record. Wrote issue brief memos for the Congressman to review ahead of each meeting and event.

- Guided first-term member to the Chairmanship of the House Committee on Veterans Affairs Subcommittee on Health.
- Introduced 13 House Resolutions – four passed the House in stand-alone form; two passed the House as part of comprehensive legislative packages; three were reported out of committee; four are under review by the committee of jurisdiction. Two of the House Resolutions introduced were enacted into law as part of the VA MISSION Act of 2018 (5/6/18).
- Filed 13 amendments to legislation in committees and on the House Floor – ten were adopted; three were not made in order by the Committee on Rules or withdrawn.
- Advocated for and secured basing of MQ-9 Reaper wing at Tyndall Air Force Base in the 2nd District of Florida, which will increase the number of airmen stationed at the base by 25 percent.
- Advocated to prevent closure of U.S. Courthouse in the 2nd District of Florida. U.S. Courts and the General Services Administration recently solicited bids for an appropriate facility to continue housing the U.S. Courthouse.
- Advocated for and secured enactment of \$500 million (\$400 million increase over FY17) in FY18 Department of Homeland Security appropriations for Coast Guard's Off-shore Patrol Cutter Program, which is built by a shipyard in the 2nd District of Florida.
- Led three correspondences regarding defense, water, and disaster recovery assistance that received signatures from all 27 members of Florida's House delegation.

September 2013 – January 2017, U.S. House of Representatives, Hon. Daniel Webster (FL-10)

Legislative Assistant, House Committee on Transportation and Infrastructure Associate

Oversaw a legislative portfolio that included transportation, Coast Guard, energy, environment, labor, agriculture and education.

- Authored report language accompanying H.R. 4745 directing the Department of Transportation to streamline loan agreements and expedite delivery of highway projects.
- Produced report language accompanying H.R. 3300 directing FEMA to more frequently defer to sub-grantees in determining reasonableness of costs claimed for disaster recovery.
- Secured the reversal of a FEMA decision to de-obligate \$14 million in Public Assistance funding to a local public utility and secured bill text in H.R. 1471, placing a new statute of limitations on de-obligation of FEMA Public Assistance grants.
- Developed legislation to reform and coordinate more than 80 federal programs to provide transportation to disadvantaged populations, which was successfully enacted in the FAST Act.
- Secured an amendment to H.R. 5303, the Water Resources Development Act of 2016, which authorized a \$6 million Southeast coastal resilience study.
- Authored language enacted in H.R. 636, FAA Extension, Safety, and Security Act of 2016, to restrict UAS flights over amusement parks and critical infrastructure.

January 2013 – August 2013, U.S. House of Representatives, Hon. Daniel Webster (FL-10)

Legislative Aide and Digital Director

Managed social media presence. Oversaw a legislative portfolio that included energy, environment, labor, agriculture, and education.

June 2011 – December 2012, U.S. House of Representatives, Hon. Daniel Webster (FL-8)

Legislative Correspondent

Collaborated with the legislative staff to answer constituent mail. Oversaw targeted, proactive mail campaign.

January 2011 – May 2011, U.S. House of Representatives, Hon. Daniel Webster (FL-8)

Staff Assistant

Responsible for greeting visitors, responding to various constituent requests, and managing interns.

July 2010 – November 2010, Brian Bilbray for Congress (CA-50)

Deputy Campaign Manager

Managed 10 paid field staff, who contacted more than 150,000 voters in less than 5 months.

University of California, Santa Barbara, B.A. Political Science, June 2010

References available upon request.

Gregory Keith Gray

(b) (6)

Email: (b) (6)

Website: www.graymatterofdc.com

Education

University of Alabama

Bachelor of Arts, Master of Public Administration

George Mason School of Law

Juris Masters

Experience

Professional Experience

Gray Matter Consulting-May 2009 to present

President and Founder

- As Principal, I developed a successful government relations practice focusing on agriculture-related programs and economic development in mostly rural areas. As a Certified Grants Management Specialist, I also consult with nonprofits, state and local governments, and institutions of higher education on grants management. I have advised clients on such matters as Farm bill-related legislation and regulatory initiatives and production agriculture related to international trade.
- I also developed a successful practice for grant-writing and grants management services for nonprofits, state, local, and tribal governments, and institutions for higher education. Recent successful grants include securing funding for pedestrian walkways and bridges for rural communities (TIGER grant-DOT), statewide Farm to School implementation network for schools and a state Department of Agriculture(USDA), marketing and promotion funding for locally produced fruits and vegetables for a producer cooperative (USDA-RD), and an irrigation network of land-grant universities and producer groups to combat recurring drought in a region (NRCS).
- I also developed conducted feasibility studies for potential rural businesses and cooperatives to evaluate their potential for success and independent analysis of their long-term sustainability.
- I have served as Subject Matter Expert in grants management for Fortune 100 companies, as well as a contract instructor for the Graduate School USA (Former USDA Graduate School) for the federal government where I teach grants management to both federal and non-federal grants specialists.
- I have served as a peer reviewer for grants involving USDA grants programs including Farm to School grants, and State and Local Food Promotion Programs.

Alabama Farmers Federation, ALFA Insurance Companies-January 1995-May 2009

Director of National Affairs, Washington DC Office

- As the Lead Lobbyist for the Alabama Farmers Federation, the largest general farm organization in the state, I led all legislative and regulatory efforts at the direction of the Board of Directors.

USDA-19-0062-A-000034

- I led several successful initiatives on behalf of Alabama farmers in the 1996, 2002, 2007, and 2014 Farm bills. These included: successful overhaul of the peanut program, modification of the cotton marketing loan to be WTO-compliant, overhaul of the crop insurance program to ensure equity to southern producers, trade relief for the catfish industry (antidumping and countervailing duties), cost-share conservation assistance programs for watershed enhancement, and increased funding for agriculture research.
- As the Chief Lobbyist for the ALFA Insurance Companies (Owned by the Alabama Farmers Federation), I also successfully formed coalitions to ensure that the regulation of insurance continued to be state based. I also worked with other large and mid-sized insurance companies to ensure continued access for insurance companies to personal information contained in credit reports for purposes of underwriting and evaluating risk of applicants.

Congressman Terry Everett, Second Congressional District of Alabama-January 1992-1994

Legislative Assistant - all jurisdiction within House Agriculture Committee

- I served as Legislative Assistant for the Congressman and served as his main staffer for the House Agriculture Committee.
- Several legislative initiatives in which I drafted amendments, wrote committee and floor speeches, and briefed the Congressman dealt with oversight issues of the Department of Agriculture as well as implementation of the 1992 Farm bill.
- Oversight issues in which I was directly involved included: reorganization of the Department of Agriculture, conservation programs affecting producers who had no history of irrigation for production, pilot crop insurance for blueberries, pecans, and citrus in Alabama.
- The Second Congressional District was one of the largest peanut producing areas in the country. I staffed the Congressional Peanut Caucus (Co-Founder), as well staffing trade issues that impacted peanut and cotton producers.
- As a staff member, I coordinated with Republican leadership and staff in trade issues such as the implementing legislation for the WTO, GATT, and NAFTA. I also interacted directly with the Office of the U.S. Trade Representative to bring issues of importance to southern producers in bilateral and multilateral trade agreements. This ensured that concessions were made to protect the interests of southern agriculture in these trade agreements.

Activities and Memberships

- ♦ District Chairman, Colonial District, Boy Scouts of America
- ♦ Executive Board of Directors, National Capital Area Council, Boy Scouts of America
- ♦ Training Committee, National Grant Management Association
- ♦ Preferred Trainer, Grants Professionals Association
- ♦ Certified Grants Management Specialist (CGMS)

(b) (6)

Work Experience**Policy Director—Iowa Renewable Fuels Association** | January 2013-present**Biofuels Manager—Iowa Renewable Fuels Association** | August 2009-January 2013

- Worked cooperatively on 4-person staff of largest state trade association representing Iowa's ethanol & biodiesel producers
- Led association's state government affairs policy and advocacy efforts (2014-present)
- Led association's outreach on federal policy issues including the Renewable Fuel Standard (RFS), renewable fuels tax policy, and the Farm Bill Energy Title (2010-2014)
- Directed association's oversight of state regulatory affairs, administration of political activities and management of association's Safety/Environmental Compliance Task Forces
- Provided services to association members including speaking/presenting at numerous plant annual meetings and other events, performing research and providing talking points on policy matters, conducting media interviews on behalf of the association, assisting with fundraising efforts and Federal Election Commission compliance, and responding to day-to-day questions and concerns from members and the general public
- Led delegations of association members to Washington, DC for Capitol Hill advocacy efforts and organized Congressional education/outreach and media events in both Washington, DC and Iowa
- Demonstrated writing skills by drafting and editing association letters, regulatory comments, fact sheets, member communications, op-eds and press releases

Research Assistant—U.S. Senate Committee on Finance, Tax and Trade Staff of Senator Charles E. Grassley (IA) | September 2003-July 2009

- Performed research on tax and trade issues and applied knowledge of the Internal Revenue Code to assist in writing speeches, drafting legislation, creating visual aids, organizing and preparing for hearings, and carrying out Congressional oversight
- Demonstrated knowledge of non-profit laws to assist in Finance Committee investigations of tax-exempt organizations including college and university endowments, media-oriented ministries, non-profit nursing homes, and non-profit student loan companies
- Corresponded with constituents from Iowa and across the country by phone, mail, and personal meeting on behalf of Senator Grassley regarding tax and trade issues

Professional Umpire—Professional Baseball Umpire Corporation (PBUC) |

June 2003-March 2009

- Served as representative of individual leagues and Minor League Baseball in enforcing and applying the Official Baseball Rules
- Executed split-second rules interpretations and applications in high pressure environment
- Communicated and worked collegially with managers, coaches, athletes, and executive and administrative club personnel
- Prepared and submitted reports to league offices and Minor League Baseball in response to non-routine situations
- Provided guidance and leadership to other umpires in role as Crew Chief (2008 Season)
- Umpired in the following Minor Leagues:
 - Arizona League—Rookie Level (June 2003-August 2003)
 - New York-Pennsylvania League—Short Season-A Level (June 2004-September 2004)
 - Midwest League—A Level (April 2005-August 2005)
 - Florida State League—Advanced A Level (August 2005-September 2005)
 - Eastern League—Double-A Level (June 2006-March 2009)

University of Northern Iowa, Cedar Falls, Iowa | overall G.P.A. (b) (6)

B.A. Political Science with minor in International Affairs | May 2002
 College of Social and Behavioral Sciences | Major G.P.A. (b) (6) Minor G.P.A. (b) (6)
 Summa Cum Laude

B.A. Humanities (General Emphasis) | May 2002
 College of Humanities and Fine Arts | Major G.P.A. (b) (6) | Summa Cum Laude

Recipient of University of Northern Iowa Presidential Scholarship

Professional Development and Leadership

Certified Association Executive (CAE) | Credentialed January 2017

- Received CAE credential from the American Society of Association Executives for the following:
 - Demonstrating high level of competence and fitness for association management
 - Passing a stringent examination in association management
 - Fulfilling at least 3 years of experience with nonprofit organization management
 - Completing a minimum of 100 hours of specialized professional development
 - Pledging to uphold ASAE's Standards of Conduct
 - Committing to ongoing professional development in association management
- 1 of only 38 active CAEs in the Iowa association industry

Graduate of Iowa Corn Leadership Enhancement & Development Program (I-LEAD) |

Class V, 2010-2012

- Completed a two-year, nine-session curriculum with a class of 20 talented individuals seeking to become stronger leaders for Iowa agriculture and spokespeople for the ag industry
- Developed skills necessary to be an effective leader, including defining my personal leadership style, understanding the value of grassroots leadership at the local, national, and international level, explaining the agriculture industry and Iowa's place in the world agriculture economy, and communicating agriculture messages through written and verbal communication
- Exhibited teamwork, organizational aptitude, and fundraising ability by planning and executing international trade mission to Colombia and Panama

Memberships

Iowa Society of Association Executives (ISAE) | 2017-present

- Elected to 2018-2019 ISAE Board of Directors as Communications Vice Chair | April 2018

Iowa Corn Growers Association | 2010-present

Iowa Farm Bureau | 2013-present

Iowa Soybean Association | 2011-2012

(b) (6) Des Moines, IA | 2012-present

Hailey Ghee

(b) (6)

PROFESSIONAL EXPERIENCE**POLITICO***Chief of Staff/ Executive Assistant to the CEO: June 2017- Present*

- Manage CEO calendar with key business clients
- Coordinate domestic and international travel
- Prioritize meeting requests directed to the CEO
- Represent CEO by generating presentations and documents
- Attend executive level meetings while noting key take-a ways and work with leadership teams for follow up
- Submit and track expense reports
- Provide support for early morning or late evening events
- Anticipate administrative needs for CEO and executive team

U.S. House of Representatives, Congressman Dan Newhouse (WA-04)

Executive Assistant & Scheduler: August 2015- June 2017

- Coordinated and monitored all Member and staff travel
- Managed daily schedule for Member using multiple calendars in both D.C. and WA State
- Maintained excellent communication, problem resolution abilities, and a high level of confidentiality
- Improvised and met a demanding schedule with abrupt changes when needed
- Coordinated with a staff of six employees to provide background information and agendas for official meetings
- Served as liaison for all office finances and receipt management
- Organized and kept track of meeting files and contact information

U.S. House of Representatives, Congressman Bruce Westerman (AR-04)

Office Manager: June 2015- August 2015

- Administered all of the Congressman's travel operations to and from district
- Confirmed weekly scheduled congressional meetings through telephone and electronic correspondence
- Coordinated with the House Finance Office regarding payroll and all office accounts
- Ensured office compliance with financial disclosure and ethics rules

U.S. House of Representatives, Congressman Bruce Westerman (AR-04)

Staff Assistant: January 2015- June 2015

- Served constituents by scheduling private tours of the White House and United States Capitol
- Managed the Congressional Internship Program for the Washington, DC office
- Managed day to day office operations consisting of constituent phone calls, office supply management, and mail processing

EDUCATION

William Peace University, Raleigh NC (May 2014)

Bachelor of Arts, Political Science

Jamie Clover Adams

(b) (6)

(b) (6)

WORK EXPERIENCE

Michigan Director of Agriculture, Governor Rick Snyder
Michigan Department of Agriculture & Rural Development
July 2012 – present

- Lead cabinet level state agency with a \$96.6 million budget and 442 employees implementing 20 primary laws and administering 85 mandated programs. Measure 134 outcomes that align with four Department key goals that in turn align with Governor Snyder's key goals.
- Established a performance excellence culture at MDARD that relies on accountability, employee engagement, and data driven decisions to improve program results and customer service for our stakeholders.
- Strive for efficiency, effectiveness, value and a customer focus. Following are some 2016 accomplishments.
 - Worked with 97 Michigan food companies to expand exports leading to over \$100 million in increased sales.
 - Increased year over year buyer participation 50% in Pure Michigan Business Connect leading to Michigan buyers sourcing more Michigan ingredients and products.
 - Reduced pesticide sample laboratory analysis turnaround times 26%.
 - Redirected 100 hours of staff time to inspections within our pesticide regulatory programs.
 - Reduced private cervid farm certification average application processing time 96%.
 - Maintained 94% compliance rate with Reid Vapor Pressure clean air requirements in southeast Michigan.
 - Worked to identify and remove credit card skimmers preventing approximately \$4.2 million in fraud.
- Repealed ten obsolete statutes and 44% of MDARD rules.
- Implementing a food and agriculture economic development strategy focused on making Michigan a top 10 food processing state and increasing exports 50%. Established first ever Food and Agriculture Investment Fund to close funding gaps for new and expanding companies.
- Strong employee engagement evidenced by 64% of MDARD employees identified as Champions and a 98% participation rate in the most recent statewide employee engagement survey.

Director of Policy – Quality of Life Group

Department of Environmental Quality (DEQ)

Lansing, MI

January 2012 to July 2012

- Coordinated policy development on cross cutting issues within the Quality of Life Group – DEQ, Department of Natural Resources and the Department of Agriculture and Rural Development.
- Lead implementation of the Office of Regulatory Reform, Environmental Advisory Rules Committee recommendations.

Deputy Chief of Staff, Senate Majority Leader Randy Richardville

Michigan State Senate, Lansing, MI

August 2011 to January 2012

- Assisted with development and implementation of the Majority Leader's agenda. Worked with the Senate Republican caucus to implement the caucus agenda. Worked at a staff level with the Governor's office and the Speaker's office to move the Republican agenda.
- Responsible for the office budget and the day-to-day office operations.

Senate Majority Policy Office

Michigan State Senate, Lansing, MI

March 2003 to August 2011

- **Director of the Senate Majority Policy Office** under Senate Majority Leader Randy Richardville from January to August 2011. Managed a staff of 15 professionals. Provided staff support to the Reforms, Restructuring and Reinventing Committee.
- **Director of Policy Development** under Senate Majority Leader Mike Bishop from October 2009 to December 2010. Managed policy development for the Republican caucus. Collaborated with professional staff, Senators, and stakeholders. Provided staff support for the Reforms & Restructuring committee, as well as the Agriculture & Bioeconomy committee and the agriculture budget subcommittee.
- **Deputy Director** under Senate Majority Leader Ken Sikkema from October 2004 until December 2006. Managed the day-to-day operations of an office of 11 professional policy advisors and 3 support staff, as well as provided professional staff support for two Senate committees.
- As **Policy Advisor** developed policy ideas and operationalized those ideas into laws that accomplished a specific set of objectives. Required research, strategic thinking, organization and motivation of professional staff, collaborating with Senators, their staff and industry stakeholders, as well as negotiating with legislators and staff from the House of Representatives. (March 2003 to October 2004; January 2006 to October 2009)

Kansas Secretary of Agriculture, Governor Bill Graves

Kansas Department of Agriculture

August 1999 – January 2003

- Led cabinet level state agency with a \$20.4 million budget, 318 employees in 11 program areas implementing 40 major laws. Directly involved in human resources functions including, hiring, complaint investigation and firing.

- Converted multiple databases to a single, common customer database on time and on budget. This database improved permit processing times and allowed program managers to use comprehensive data to target scarce resources to the most important issues. The agency processed 67,500 permits, licenses and billings annually within a week of receipt.
- Every agency program was thoroughly reviewed. Improvements were made as recommended in audits, peer reviews and system analyses. Compliance rates in every program increased or trended upward.
- Protected the reputation of Kansas beef and its position in the marketplace when bovine spongiform encephalopathy (BSE), or mad cow disease was discovered in Europe. Enhanced prohibited materials inspections, reinspected all feed mills and rendering plants, strengthened regulations, obtained civil penalty authority, and secured laboratory equipment capable of detecting bovine protein in feed samples.
- Implemented a boll weevil trapping program to assure USDA Kansas was boll weevil free. Boll weevil free status allows Kansas producers to more freely move their products to states and nations with boll weevil restrictions, eliminates the need for a boll weevil eradication area and the associated costs, and decreases crop insurance rates.

Legislative Liaison, Governor Bill Graves
November 1996 – August 1999

Vice President, Government Affairs
Kansas Grain & Feed Association / Kansas Agribusiness Retailers Association
September 1993 – November 1996

Director, Environmental & Labor Affairs
American Feed Industry Association
August 1990 – August 1993

Research Analyst
U.S. Chamber of Commerce
April 1987 – September 1989

EDUCATION

Georgetown University, Washington, DC
Master of Public Policy
December 1992

University of Michigan, Ann Arbor, MI
Bachelor in General Studies
May 1985

COMMUNITY INVOLVEMENT

NASDA Executive Board – Secretary/Treasurer (2017-2018)
Michigan 4-H Emerald Clover Society (2014 – present)
Clinton County Commissioner, district 6 (2011-2012)

(b) (6)

Joel C. Baxley, MAI

(b) (6) (mobile)

(b) (6)

Profile

Senior commercial real estate valuation and finance professional with wide-ranging experience in providing valuations of complex property types, as well as strategic investment analysis for commercial real estate as an asset class

Valuation assignments include private equity portfolio assets, multi-family residential (rural and urban / affordable housing and private sector) regional shopping centers, urban and suburban office buildings, medical office buildings, industrial and warehouse facilities, hotels, senior living facilities, subdivision land, mixed-use properties, churches, and silviculture / agricultural operations. Major clients include private equity real estate funds, government agencies, family offices, and REITs.

Skills

- Astute commercial real estate valuations based on expert knowledge of property fundamentals
- Diverse real estate analytical skill set including discounted cash flow analysis, waterfall structures and market diagnostics
- Individual and corporate client acquisition and relationship management
- Management of multiple demands in a timely manner while collaborating with professionals at all levels
- Proficiency in ARGUS Discounted Cash Flow Valuation software, Report Builder software, Microsoft Word, Excel, and PowerPoint
- Extensive verbal, written, presentation and negotiation capabilities

Professional Experience

RSM US, LLP

August 2014 – Present

Director, Financial Advisory Services

RSM is an international accounting and consulting firm with a focus on the middle market and government clients.

Responsibilities and Accomplishments:

- Senior real estate valuation technical leader for the Americas
- Leader of the Southeast real estate valuation and advisory practice
- Client relations representative for government and private equity real valuation assignments

BAXLEY PROPERTY ADVISORS, LLC

July 2013 – 2014

Managing Partner

Baxley Property Advisors is a fee-only commercial real estate valuation firm specializing in complex real estate valuations for corporate, government and individual clients.

Responsibilities and Accomplishments:

- Acquire new clients, negotiate profitable contracts, and compose comprehensive valuation reports
- Review peer commercial real estate valuation reports for completeness, accuracy, adequacy, relevance, and reasonableness and provide targeted analysis of substantive revisions
- Successful valuation of an extensive, multifaceted property in Maricopa County, Arizona tax dispute case

Joel C. Baxley, MAI

Page 2

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- Built strategic relationship with Corporate Real Estate department of Alabama Power
 - Maintained proficiency in ARGUS Discounted Cash Flow Valuation software, and Microsoft Word, Excel and PowerPoint

COMMERCIAL VALUATION SERVICES, INC.

January 2005 – July 2013

Commercial Real Estate Appraiser and Analyst

Commercial Valuation Services is a fee-only commercial real estate valuation firm with offices in Birmingham, Alabama and Atlanta, Georgia.

Responsibilities and Accomplishments:

- Acquired new clients and expanded existing client relationships with AT&T Corporate Real Estate, Wells Fargo Bank, Regions Bank, ServisFirst Bank, Tenet Healthcare, Ascension Healthcare, and Bayer Development Corporation, among others
- Completed complex market and feasibility studies for healthcare and industrial real estate clients
- Performed real estate valuations of shopping centers, warehouse, and multi-use retail and office properties involved in tax disputes and portfolio dispositions
- Expanded the firm's advisory and valuation business by targeting new and existing clients with healthcare real estate interests, including medical office buildings, land acquisitions, senior living facilities, and hospital expansions
- Supervised development of trainee appraisers and administered peer reviews of Junior Analysts' appraisal reports

PEARCE, BEVILL, LEESBURG, MOORE, P. C.

May 2002 – December 2004

Auditor

Pearce, Bevill is a full-service certified public accounting firm with a strong market presence in Alabama.

Responsibilities and Accomplishments:

- Assisted in annual audits and compilation of financial statements for a wide range of clients: from large, privately held companies to small, not-for-profit entities
- Performed substantive tests to detect material misstatements in financial statements
- Graduated with Honors with a Master of Business Administration - Finance degree while working full time

Post-Graduate Education

UNIVERSITY OF OXFORD

Saïd Business School

Oxford, United Kingdom

June 2017

University of Oxford, Saïd Business School, Oxford, United Kingdom, Oxford Real Estate Program in Global Property Investment and Real Estate Fund Competition

UNIVERSITY OF OXFORD

Saïd Business School

Oxford, United Kingdom

2012 – 2013

Post-Graduate Diploma in Financial Strategy (with Distinction)

- Diploma Project: "Comparing the Rushmore Approach to the Total-Assets-of-the-Business Approach for Valuing the Intangible Property of a Hotel"
- Diploma courses include Corporate Financial Strategy, Advanced Corporate Finance and Corporate Valuation, with an emphasis on alternative net present value and private equity methods of valuation

UNIVERSITY OF ALABAMA AT BIRMINGHAM
Birmingham, Alabama

2002 – 2004

Master of Business Administration – Finance (with Honors)

- Received Honors Award from the MBA Finance Faculty
- Coursework included International Finance, Corporate Finance, and Managerial Finance

Professional Coursework

APPRAISAL INSTITUTE (partial list)

- Review Theory – General (May 2014)
- Leadership Development and Advisory Council (May 2013)
- International Financial Reporting Standards for Real Estate Professionals (October 2012)
- Business Practices and Ethics (September 2012)
- Fundamentals of Separating Real Property, Personal Property, and Intangible Property (December 2011)
- Valuation in Challenging Markets (October 2011)
- Property Obsolescence and Marketability Analysis Components in Real Estate Valuation (July 2011)

URBAN LAND INSTITUTE

- Advanced Real Estate Finance: A Case-Based Analysis of Deal Structure and Risk Allocation (June 2014)

MASSACHUSETTS INSTITUTE OF TECHNOLOGY – CENTER FOR REAL ESTATE

- Real Estate Finance: Fundamentals (June 2011)

Additional Information

- Appointed as a Commissioner to the Jefferson County Hearing Commission for Jefferson County Ad Valorem Tax Appeals by Judge J. Scott Vowell, Circuit Judge, Tenth Judicial Circuit of Alabama (2010-2013)
- Certified General Real Property Appraiser, Multiple States
- Member of the University of Oxford Business Alumni Network
- Member of the University of Oxford Alumni Network
- Senior Associate Member, St. Hugh's College, University of Oxford
- Member of Leadership Development & Advisory Council of Appraisal Institute in Washington, DC (2013)
- Elected to Board of Directors (2008-2010) and Public Relations Chair (2010) by the Alabama Chapter of Appraisal Institute
- Assistant Scout Master – Boy Scouts of American (2010-2013)

Joseph Daniel Tvrdy

(b) (6)

RELEVANT EXPERIENCE

U.S. Representative Vicky Hartzler (MO-04)

Legislative Director Washington, DC Mar 2016 - Present

- Managed legislative team of four individuals covering all legislation, committee work, vote recommendations, constituent correspondence, official office correspondence, and special projects designated by Representative
- Developed comprehensive strategic legislative plan in conjunction with communication and district directors
- Staffed Rep. in briefings, hearings, and mark ups for House Agriculture & House Budget Committees
- Engaged with House Nutrition subcommittee's full review of the SNAP program including dozens of hearings, briefings, and informal meetings resulting in a thorough review of the program leading into the 2018 Farm Bill
- Developed legislation providing schools relief from federal school lunch pricing provision - passed House
- Maintained portfolio of agriculture, energy, trade, tax, environment, welfare, and foreign aid policy

Legislative Assistant Washington, DC Mar 2012 – Mar 2016

- Managed portfolio of agriculture, energy, trade, environment, education, labor, and foreign aid policy
- Advised Rep. on all House Ag Cmte work including briefings, hearings, and passage of 2014 Farm Bill
- Coordinated efforts with stakeholders on 2015 Dietary Guidelines following concerns with the DGAC report including official correspondence with administration resulting in a favorable outcome for interested parties
- Built and maintained network state & national ag groups, ag cmte & member staff, agencies, universities, etc.
- Facilitated events with foreign dignitaries: Vietnamese Ambassador trip to Missouri; EU/US Ag Policy Forum

U.S. Representative John Shimkus (IL-19)

Temporary Agriculture Legislative Assistant Washington, DC Jan –Mar 2012

- Advised Congressman on agriculture, rural utilities, bio fuels, biotechnology, and livestock issues
- Managed constituent concerns with district, state, and national agricultural interests and assist with casework

U.S. Representative Michael Conaway (TX-11)

Legislative Intern Washington, DC Sept – Dec 2011

Anji Shangshu Private High School

Foreign Language Teacher Zhejiang, China Aug 2010-Aug 2011

- Taught conversational and business English at a private high school to six classes of 30-50 students

Food & Agricultural Policy Research Institute (FAPRI)

Undergraduate Research Assistant Columbia, MO Nov 2007-Jan 2010

- Collaborated with senior agricultural economists on the real world economic models developed on site
- Produced graphical and analytic documents for corn, soybean, wheat, beef, poultry, and pork models
- Created a teaching tool explaining the modeling process from equations to the impact analysis for each of the US agricultural models developed at FAPRI over the past 20 years

Syngenta Seeds

Garst Seed Sales Intern Northern Iowa May-Aug 2008

- Built sales and service skills through supporting three seasoned sales representatives and agronomists
- Gained real-life industry experience in sales, research, supply chain management, and marketing

Missouri State Representative Brian Munzlinger (MO-01)

Legislative Intern Jefferson City, MO Jan-May 2007

EDUCATION

University of Missouri Columbia, MO May 2016

Masters in Agriculture Economics GPA: (b) (6)

University of Missouri Columbia, MO December 2009

B.S. in Agribusiness Management, International Agriculture Minor GPA: (b) (6)

ACTIVITIES, HONORS, EXTRACURRICULARS

- **Missouri State Society:** Treasurer 2014/Congressional Liaison 2013 – worked to build MO network in DC
- **Knights of Columbus:** Earned First Degree in 2014 and participate in monthly meetings and charity events
- **(b) (6)** USDA-19-0062-A-000045
- **Agriculture Future of America Conference- Track I, II, & III:** Four day ag leadership conferences
- **National FFA Organization:** American FFA Degree - highest honor bestowed on a member; Chapter President 00042

Kenneth D. Isley**(b) (6)**

Results-driven Legal executive with 28+ years of domestic and international experience with a Fortune 100 multinational, publicly-traded company. Leadership responsibilities have included oversight of a large, independent Legal Department, all substantive law areas, including M&A, finance & litigation, a global geography and ethics & compliance. Strengths include legal knowledge & judgment, transactional & project management skills, business & financial acumen, communication & interpersonal skills, and exceptional leadership capabilities. Passionate to continue to work in the Agricultural industry.

Work History**DowDuPont Inc. | The Dow Chemical Company | Dow AgroSciences LLC 1989 –****DWDP Agriculture Division – Special Advisor** 9/17 - present

- Senior Leadership Team

DAS – Vice President, General Counsel & Corporate Secretary 1/13 – 9/17**DAS – Global Leader, Ethics & Compliance** 1/13 – 9/17**Dow – Associate General Counsel, Latin America** 5/09 – 9/17**Indianapolis, Indiana**

Leadership of DAS's global Legal Department, providing legal services to a \$6+ billion highly-regulated, multinational Ag company with ~9,000 employees and sales of crop protection & seeds/biotech traits in 120 countries.

- Lead DAS Legal Department with ~50 employees, including ~26 general legal and IP attorneys, and 5 contractors, and ~\$50 million controllable prime budget.
- Oversee Dow Latin America Legal Group with ~15 employees and 10 contractors.
- Participate on numerous DAS executive level committees, including DAS Members Committee (Secretary), Mycogen Board (Secretary), DAS Corporate Mgmt Committee, Global Ethics & Compliance Committee (Chair) & Global Crisis Mgmt Committee.
- Participate on Dow Legal Mgmt Team ('05 – present), Dow Litigation Review Committee ('05 – present) & Dow Global Leadership Team ('06- present).
- Highly engaged in pending Dow-DuPont merger, including leadership and advocacy for global pre-merger antitrust clearances, Ag division integration planning, Ag Integration Steering Team, governmental & Ag industry advocacy and media relations.

Dow – Associate General Counsel, Litigation, Regulatory & Operations 5/09 – 8/13**Dow – Associate General Counsel, Latin America** 5/09 – 9/17**Midland, Michigan**

- Led Section of Dow Legal Department with ~65 employees, with accountability for global litigation & corporate risk management, corporate legal issues, EH&S legal support, U.S. Operations legal support, and the Latin America Legal Group.
- Drove trial and settlement strategies related to significant litigation docket, including legacy Union Carbide asbestos claims.
- Facilitated Litigation Review Committee, worked closely with Corp Controllers and Dow's external auditor concerning litigation reserves and disclosures, and provided briefings to the Dow Board Audit Committee.

Dow – Corporate & Financial Law

6/98 – 4/09

Midland, Michigan | London, England

- Member of Dow's Corporate & Financial Law Section for ~11 years, with leadership responsibilities from 1/03 – 4/09. Directly provided legal support for Dow's global M&A, joint venture and financial transactions. Leadership responsibilities also included Affiliated Companies and Dow's HR Legal Group for part of this time period.
- Directly led numerous M&A and joint venture projects, including the \$17.5 billion K-Dow divestiture/JV with Kuwait, \$1.7 billion sale of Morton Salt, \$1 billion acquisition of Rohm & Hass' Ag business, \$3 billion JVs & sale of equity with Kuwait, \$545 million public tender for Mycogen Corp., and £311 million public tender for Ascot.
- Directly led numerous project/lease financings (e.g. Compania Mega (\$685 million) & PBBPolisur (\$545 million) in Argentina; Equate (\$2.8 billion) in Kuwait), structured finance transactions, private credit facilities, and public debt offerings.
- Temporary assignment in London, England in '04 to negotiate Middle East/North Africa JV projects and M&A transactions.

DAS Legal, Business Law/Litigation & Section Leader (Indianapolis)

9/92 – 5/98

Dow Legal, Business Law (Midland, MI)

6/89 – 8/92

Westervelt, Johnson, Nicoll & Keller, Associate Attorney – Peoria, Illinois

8/88 – 6/89

Alpha Gamma Rho National Fraternity, Chapter Services Manager

6/84 – 5/85

Kansas City, Missouri

Owner & Manager of Grain and Livestock Farms - Hartford, Iowa; Hills, Iowa; Brownsburg, Indiana

Memberships & Community/Industry Involvement

Alpha Gamma Rho National Fraternity – General Counsel

American Corporate Counsel Association

BioCrossroads Board of Directors

Indiana Bar Association, Illinois Bar Assoc. (inactive), Michigan Bar Assoc. (inactive)

Indy Chamber Board of Directors & Regional Leadership Council

Starfish Initiative (Indianapolis) - Board & Executive Comm.; CEO Search Comm. Chair

Education

University of Iowa, College of Law

Iowa City, Iowa

Juris Doctorate w/ *Distinction* (1988)

Iowa State University, College of Agriculture

Ames, Iowa

Bachelor of Science (1984)

Indiana University, Graduate School of Business

Bloomington, Indiana

Indiana Partnership for Management Development (5/96 & 7/96)

Awards

Indiana Lawyer 2017 Distinguished Barrister

Alpha Gamma Rho Fraternity Eta Chapter (ISU) Alumni Achievement Award

I Courtney Knupp

(b) (6)

(b) (6)

Professional Profile

Agriculture marketing and policy professional with over ten years of experience in industry and a lifetime involvement with the family farm. Successful at creation and implementation of strategic plans, policy, messaging and training. Enjoys people development, network building and advancing the role of trade in agricultural commodities. Desires a career that will further combine the advancement of trade with the policy, promotion of, and advocacy for agriculture.

Education

Iowa State University, Ames, Iowa
B.S. Agricultural Business, minor International Agriculture, 2007

Work Experience

National Pork Producers Council – Washington, D.C. **Director of International Trade Policy**

Aug 2014 – Present

- Advises organization on sanitary and technical barriers to trade for U.S. pork and pork products.
- Works closely with the United States Department of Agriculture (USDA), Food and Drug Administration (FDA), and Office of the United States Trade Representatives (USTR).
- Leads NPPC efforts within international food safety standards and settings organizations including the Codex Alimentarius Commission, World Organization for Animal Health (OIE), International Meat Secretariat (IMS), and International Organization for Standardization (ISO)
- Leads industry trade sanitary (SPS) and technical (TBT) collaboration and coordination efforts across agriculture and livestock groups including trade associations, promotion associations, and packer/processors.

KnuppSis, LLC – Washington, IA

Co-Owner

Present

- Family farm LLC swine facility. Responsible for property management and livestock stocking contracts.

BASF, US Agricultural Products – Research Triangle Park, NC **Product Manager, US Corn Fungicides**

Jan 2013 – Aug 2014

- Responsible for corn fungicide launch and marketing strategy for the BASF US Crop Protection Business.
- Managed key assets and brands including Headline, Priaxor and Headline AMP fungicides.
- Accountable for forecasting, product positioning, messaging, development and implementation of product marketing plans.

Eli Lilly and Company, Elanco Animal Health – Greenfield, IN

July 2012 - Dec 2009

Elanco Marketing Associate Consultant, US Food Animal Inside Sales

July 2012-Jan 2013

- Defined strategy and tactics to engage small-scale producer segment through non-face-to-face mix. Targeted 4000 accounts in four species groups.
- Managed performance of the contract inside sales team and provided education, milestones and evaluation of performance in line with company strategy.

Elanco Senior Marketing Associate, US Swine – Greenfield, IN

Dec 2009-July 2012

- Accountable for US swine portfolio for Elanco's food animal business. Tactical responsibility for forecasting and product positioning including development and implementation of product marketing plans.
- Managed key assets and brands including Paylean (ractopamine), Pulmotil and Tylan.
- Planned and executed study tour trip to target swine and dairy community development in Cameroon, Africa with US swine veterinarians and colleagues to enhance corporate responsibility initiatives. (May 2011)

Elanco Sales Representative, US Beef – Moline, IL

Jun 2007-Dec 2009

- Grew sales in Midwest territory through promotion of Elanco cattle product portfolio with veterinarians, producers, feed companies and distribution.

Professional and Leadership Experience

Food and Agriculture Export Alliance, Chair 2018-current

Meat and Industry International Stewardship Advisory Council, Vice Chair 2017 - current

National Pork Producers Council, Intern Coordinator 2012-current

Indiana Agricultural Leadership Program, Graduate 2014

National Pork Producers Council and National Pork Board Pork Leadership Institute, Graduate 2012

Oberlin Ridge Homeowners Association Board of Directors, President 2013-2014

Marion County, Indiana, Farm Bureau Board Member, Young Farmers Co-Chair 2012

Elanco Animal Health, Food Animal Intern Coordinator 2011-2012

Heifer International Swine Study Tour Leader to Cameroon, Africa 2011

Iowa Pork Producers Council, Iowa Pork Queen 2004

Courtney Knupp |**(b) (6)**

Lillie J. Brady**(b) (6)****EDUCATION**

Pfeiffer University

Misenheimer, NC

Bachelor of Arts – History / GPA: (b) (6) | Summa Cum Laude

Graduated: May 2017

- **Scholarships and Awards:**
 - Presidential Academic Scholarship; Stokes Scholarship; NCAA Division II Women's Soccer Scholarship; Dean's List; Conference Carolinas All-Academic Team; Conference Carolinas Presidential Honor Roll; Junior Marshal 2016; Edna Still Robinson History Award 2016; Recipient of the Order of the Sundial Award; Presidential Honor Roll
- **Campus Involvement:**
 - Pfeiffer University NCAA Division II Women's Soccer Aug. 2013 - Aug. 2016
 - Student Government Association Aug. 2015 - May 2017
 - Senior Class Vice President
 - Junior and Senior Senator

EXPERIENCE

U.S. Senator John Boozman (R-AR)

Washington, D.C.

Scheduler

October 2017 - Current

- Work closely with Senator Boozman to create and manage his work and personal calendars, both in D.C. and Arkansas
- Propose travel itineraries with events, meetings, and tours that facilitate getting his mission statement across
- Communicate closely with Arkansas constituents and various lobbying groups to arrange meetings and events with Senator Boozman
- Arrange all of his travel and lodging for work and personal related trips
- Manage his reimbursement finances through the Senate Credit Union

U.S. Senator John Boozman (R-AR)

Washington, D.C.

Staff Assistant/ Tour Coordinator

May 2017 - October 2017

- Welcomed meeting groups and constituents in the front office upon arrival
- Supported the office by facilitating daily administrative tasks and directly assisted senior staff with unique projects
- Coordinated various tours for constituents visiting the D.C. area and guided tours of the U.S. Capitol Building

U.S. Senator Thom Tillis (R-NC)

Washington, D.C.

Legislative Intern

Jan. - May 2017

- Assisted with office functions, such as logging inquiries in Intranet Quorum and categorizing constituent mail
- Compiled data on state specific issues such as Environmental Protection Agency Regulations on North Carolina businesses
- Drafted constituent letters within the policy areas of environmental, natural resource, and education
- Attended legislative briefings, meetings and hearings

Hilton Sandestin Beach and Golf Resort

Miramar Beach, FL

Beachside Server

May 2015 - July 2016

- Served food and beverages to beachside and poolside cabanas spanning over 300 yards of shoreline

COMMUNITY SERVICE

Hospitality House

Boone, NC | 2011-2013

Relay for Life

Misenheimer, NC | 2013-2017

Read Across America

Albermarle, NC | 2014

Wings of Eagles Ranch

Concord, NC | 2015

Lucky Dog Animal Rescue

Washington, DC | 2018

USDA-19-0062-A-000050

ANTHONY C LINARDOS R.PH MBA

(b) (6)

EXECUTIVE SUMMARY

LEADERSHIP | INTEGRITY | COMMITMENT

Dedicated leader with a reputation built on teamwork, accountability, and uncompromising ethics. Current experiences include over 15 years of operations management experience; including P&L management, account retention, and contracting,

PROFESSIONAL EXPERIENCE

OMNICARE OF NEW HAMPSHIRE A CVS HEALTH COMPANY
LONDONDERRY, NH

8/14 to Present

GENERAL MANAGER

- Servicing 100 acute and sub-acute long term care and assisted living facilities throughout New Hampshire and Vermont, totalling over 8,000 beds, and dispensing 100,000 prescriptions per month.
- 80 million in annual gross sales.
- Managing a staff of over 90 employees; including a pharmacy manager PIC, purchasing manager, 6 department supervisors, 12 pharmacists, 50 pharmacy technicians, medical records department, clinical nurse educator, account service representatives, and ancillary staff with a total payroll budget of 4.5 million.
- Full P&L responsibility including, managing and negotiating vendor contracts, delivery, payroll, and G&A budget.
- Fully accountable for customer retention, achieving a 95% year over year retention rate.
- Responsible for customer contract renegotiation utilizing AWP, WAC, MAC, and per diem pricing strategies.
- Work collaboratively with the regional sales directors to solicit new business opportunities through sales meetings, trade show attendance, cold calling, and RFP process.
- Work collaboratively with the pharmacist and nurse consulting team to ensure best possible patient outcomes through pharmacy operations.
- Responsible for EPA, and DES compliance, including the proper classification and disposal of pharmaceutical waste, U&D, P, sharps, non-hazardous.
- Lead operational process improvements through LEAN and Six Sigma strategies to ensure most efficient delivery of services.
- First year process improvements included; attaining a 90% on time run rate, reduced payroll expenses by 6% in 6 months, and renegotiating band 3 contracts to stabilize controllable facility loss.
- Motivate a dedicated staff through positive management techniques including; daily communication and visibility, regular manager meetings and staff huddles, and an open door policy.

OMNICARE OF NORTHERN MASSACHUSETTS
WAKEFIELD, MA
PHARMACY MANAGER PHARMACIST IN CHARGE

04/13 to 8/14

CONTINUED

USDA-19-0062-A-000051

00048

ANTHONY C. LINARDOS

- Manage operations of Omnicare Inc. HUB pharmacy, servicing over 20,000 beds, 200 facilities, and the 2nd largest sterile compounding department within Omnicare, with a focus on customer service and patient care.
- 190 million annual gross sales.
- Managed a staff of 200 employees; including 40 pharmacist, 100 technician, and ancillary staff, with a focus on staff development, and internal promotion.
- Coordinate the management efforts of 2 assistant managers and 7 departmental supervisors; including; IV department manager, purchasing manager, order entry supervisors, narcotics room supervisor, emergency kit department supervisor, production/technology supervisors, dispatching supervisor.
- Work collaboratively with four person account executive team and consulting team, to ensure overall customer satisfaction, addressing delivery, medication safety, and general customer service issues.
- Comprehensive compliance knowledge of USP 797 including; maintaining proper iso environment, BUD, viable air sampling, surface testing, and aseptic technique best practices.
- Comprehensive knowledge of USP 1163 and USP 795.
- Maximize pharmacy operational efficiency with MTS automation machines, ALV and ODE II.
- Managing and servicing 38 Omnicell and Pyxis machines.
- Manage controllable expenses; including payroll, overtime approval, and capital expenditures.
- Ensure strict compliance to state and federal dispensing laws.
- Manage a comprehensive CQI and PI program.
- Multiple process improvement implementation including, management restructure, emergency kit compliance, non sterile compounding (795), scheduled managers meetings, and departmental huddles.

K-MART PHARMACY

NEW ENGLAND DISTRICT 811

9/10 to 4/13

PHARMACY DISTRICT COORDINATOR

- Multi-unit management of 8 New England Pharmacies (30 million in Gross Sales).
- Monitor financials to ensure departments are operating at or above plan in terms of sales, profit, controllable expenses, and payroll.
- Implement and monitor company driven initiatives to maximize opportunity in terms of sales and profit at store, market, and regional level.
- Store visits to ensure proper corporate procedures and standards of practice are followed.
- District scheduling for vacation coverage and sick calls, shift coverage when needed.
- MTM coordinator for district, conduct conference call training sessions, motivate pharmacist to initiate MTM cases through Outcomes and Mirixa reimbursable services.
- Preceptor coordinator for district, working with Mass College of Pharmacy, Northeastern University, University of New England.
- Attend college recruiting events, conducting interviews, and screen for potential new pharmacist hire.
- Aggressive in store and off site marketing activities including soliciting nursing home and senior housing, coordinate in store and off site flu clinics, physician and employer detailing.
- Ensure store compliance with local, state, and federal pharmacy laws; participates and coordinates with state, federal, or Drug Enforcing Agency inspections, interviews, and investigations.
- Ensure and enforce standard prescription procedural guidelines for staff to be used when processing prescriptions.
- Monitor inventory levels to ensure proper implementation of forward buys to maximize profitability and compliance with all out dated medication return procedures and policies.
- Use of six sigma skill sets to improve workflow efficiency, process improvements and profitability.

K-MART PHARMACY

NASHUA, NH

7/01 to 09/10

PHARMACY MANAGER PIC

- Grew a new pharmacy department in a K-Mart store to yearly sales gross 1.2Million.
- Drive year over rx volume growth through exceptional patient care.
- Aggressive in store and off site marketing through physician detailing, and fax advertisements, new patient welcome letters, drug refill compliance letters, in store health events.

ANTHONY C. LINARDOS

- Developed relationship with local providers which netted over 70 zostavax vaccination and referrals for flu vaccinations.
- Developed relationship with 2 local municipalities to bill for indigent care prescription, grossing an additional \$27,000 in yearly pharmacy sales.
- Managed day to day operations, resolving customer issues with professionalism and compassion.
- Expert at Medicare-D enrolment and plan selection.
- Formulary management to ensure patients were receiving the most cost effective medications.
- Consistently maintained inventory at or below plan with a thorough understanding of inventory maintenance.
- Evaluate and report medication errors and adverse drug reactions according to risk management guidelines, and help develop policies and procedures to prevent occurrences.

TARGET PHARMACY
NASHUA, NH
PHARMACY MANAGER PIC

6/99 TO 7/01

- Helped launch the opening of Target pharmacy in New England.
- Pre-opening responsibilities included extensive doctor and employer marketing in Massachusetts, New Hampshire, and Rhode Island.
- Organized and promoted grand opening activities including pharmacy raffles, and coupon books.
- After grand opening acted as marketing coordinator for district.
- Grew pharmacy to 300rx/week in less than 1years through **outstanding customer service** and **patient care**.
- Responsible for the scheduling and supervision of pharmacist and non-pharmacist employees.
- Ensured pharmacy best practice were followed and implemented.

MILITARY EXPERIENCE
Army Reserves / National Guard
Lawrence, MA / Woburn, MA

2/88 – 02/94

NUCLEAR, BIOLOGICAL AND CHEMICAL SPECIALIST

- Train Military personnel on proper procedure in the event of a nuclear, biological, or chemical emergency.
- Lead 6 person decontamination squad.

SUMMARY OF QUALIFICATIONS

- | | | |
|--------------------------|-------------------------|------------------------------------|
| ▪ MBA | ▪ Operations Management | ▪ WebEx |
| ▪ P&L Management | ▪ Marketing | ▪ Salesforce.com |
| ▪ Excellent communicator | ▪ Recruitment | ▪ Word, Excel, PowerPoint, Outlook |
| ▪ Energetic | ▪ Financial Analysis | ▪ Customer Service |

STATE PHARMACIST LICENSE

ANTHONY C. LINARDOS

MASSACHUSETTS
NEW HAMPSHIRE
MAINE

(b) (6)

EDUCATION

PLYMOUTH STATE UNIVERSITY – Plymouth, NH
MBA HEALTHCARE ADMINISTRATION
MAY 2016 (b) (6) GPA

NORTHEASTERN UNIVERSITY – Boston, MA
BACHELORS OF SCIENCE IN PHARMACY
MAY 1997 (b) (6) GPA

CERTIFICATIONS

MANAGEMENT AND STRATEGY INSTITUTE
SIX SIGMA MANAGEMENT CERTIFICATION (SSGBC)

AMERICAN PHARMACIST ASSOCIATION
CERTIFIED IMMUNIZER

PHARMACIST LETTER
CERTIFICATE OF TRAINING IN NATURAL MEDICINE

PROFESSIONAL ORGANIZATIONS

NEW HAMPSHIRE BOARD OF NURSING HOME ADMINISTRATORS
ACTIVE BOARD MEMBER SINCE 12/2015

Salary History

(b) (6)

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Lindsay Moore

(b) (6)

EDUCATION

The University of Georgia August 2014-December 2017
Bachelor of Arts in International Affairs, Bachelor of Arts in Spanish Athens, GA
 Summa Cum Laude Cumulative GPA (b) (6)

Universitat de Valencia May – July 2015
 Valencia, Spain

- Earned nine academic credit hours in Spanish literature and culture.
- Improved written and verbal Spanish skills by communicating with students and professors.

RELEVANT EXPERIENCE

Office of the US Trade Representative August 2017-Present
Executive Office of the President of the United States Washington, D.C.

Intern

- Research issues and legislation relevant to NAFTA renegotiations and prepared memos for negotiators.
- Provide logistical and administrative support for trade negotiations, such as scheduling & event planning.
- Conduct analysis of trade agreements and relationships using trade data and statistics databases.
- Draft reports for Congress and respond to stakeholder and public comments regarding trade deals.
- Attend and report on meetings, think tank events, and relevant media for office.

Commented [LM1]: (b) (6)

The Ehrisman Law Firm, P.C.

May – August 2017
 Lawrenceville, GA

Intern

- Researched relevant case law, immigration legislation, and international conditions.
- Wrote memos and summaries of data for attorneys to cite during immigration proceedings.
- Managed online filing system and completed organizational and office-related tasks such as mailing.
- Assisted attorneys with day-to-day schedules, meetings, court appearances, and correspondence.

Commented [LM2]: (b) (6)

Sub-National Analysis of Repression Project (SNARP)

August – December 2016

Undergraduate Research Assistant under the supervision of Professor K. Chad Clay Athens, GA

- Compiled human rights events data from the US State Department and advocacy group reports.
- Converted qualitative human rights information into numbered scales for comparison.
- Provided detailed feedback on coding guidelines for future researchers.

Commented [LM3]: (b) (6)

WORK EXPERIENCE

University of Georgia Housing August 2016 – May 2017
Resident Assistant Athens, GA

- Upheld and enforced university policies to ensure the safety and comfort of residents.
- Provided day-to-day living assistance to 35 residents and over 350 students in the community at large.
- Planned and led 6 enrichment programs in residence hall on topics of diversity, wellness and education.
- Utilized training in conflict management, emergency preparedness, student wellness, and other topics.

Commented [LM4]: No salary- stipend/free housing

Champy's Famous Fried Chicken

February 2015 – March 2016

Waitress

Athens, GA

- Collaborated with management in training 5 new employees and advertising on social media.
- Multi-tasked by seating guests as they arrived, serving seated clientele, and processing carry-out orders.
- Sharpened communication skills by resolving customer complaints and working on a team.

Commented [LM5]: \$7.25/hr

CAMPUS & COMMUNITY INVOLVEMENT

Oasis Católico Santa Rafaela After School Program August 2015 – December 2016
Tutor Athens, GA

- Tutored four Spanish-speaking elementary school students weekly in math and social studies.
- Provided homework assistance, mentoring, and monitored student progress throughout semester.
- Developed educational games and exercises to ensure comprehension of difficult concepts.

Pi Beta Phi Georgia Alpha Chapter

August 2014 – May 2017

Academic and Enrichment Chair, Alumni Outreach Committee Member Athens, GA

- Coordinated weekly study hours and connected Chapter members with tutoring and academic resources.
- Contributed to Chapter's ascension from tenth to third in campus-wide sorority GPA rankings for Fall 2016.
- Communicated with Chapter alumni about events via email and social media.

Lori Urban

(b) (6)

(b) (6)

PROFESSIONAL PROFILE

- Government Affairs
- Small Business Owner
- Staff Management
- Event Management
- Strategic Planning
- Veterans Advocate

PROFESSIONAL EXPERIENCE**Government Affairs, US Department of Transportation February 2017 – Current**

- Government Affairs Liaison Officer, work Congressional Members, Governors, Mayors, other elected official and stakeholder groups.
- Member Beachhead Team (Responsibilities: Maritime Administration, St. Lawrence Seaway Development Corporation and member of the Federal Aviation Administration team)

Field Representative, Donald J Trump for President January 2016 - November 2016

- Staff and Volunteer work for campaign starting beginning of primary season.
- Chairman, Maricopa County for Donald J Trump for President - Maricopa County is the 4th largest county in the country.

Small Business Experience**1976 - 2017**

- 2008 - 2017 Owner - Lori Urban Travel LLC - Independent Affiliate of Protravel International Specializing in International Air Issues, Visas and Corporate Events
- 1996 - 2008 Specialized Agent – Hager's Journeys – International Travel, Contracts and Visas
- 1990-1993 Owner - Carlson Travel Hilton Village, Scottsdale – Staff Management
- 1982-1990 Owner - Professional Travel, Rapid City SD – Staff Management

Leadership Positions**1996 - present**

- Current – Secretary, National Federation of Republican Assemblies
- Current – Treasurer, Arlington Republican Women's Club
- 1996-2000 Republican National Committeewoman, Arizona

Special Positions**Government Affairs****1996 - 2017**

- Worked with various groups and candidates to move forward their legislative issues
- Hosted monthly legislative issues luncheon for Arizona Republican Legislative Members
- Liaison between candidates and elected officials

Arizona Republican Party**January 2011 - February 2013**

- Organized large scale fundraising events
- Organized Presidential Debate, with 2 side donor events 2/2012

National Federation of Republican Assemblies

- Convention Chairman for 2017

2017**Education**

- Steven's High School, Rapid City SD
- National College of Business, Rapid City SD

Cum Laude Graduate 1980
Associate Science Accounting 1981

Personal and Family

- (b) (6)
- (b) (6)
- (b) (6)
- Hobbies: Travel, reading and vegetable gardening
- (b) (6)

References:

- (b) (6)
- (b) (6)
- (b) (6)
- (b) (6)

(b) (6)

EDUCATION**Johns Hopkins University***Carey Business School* - Master of Business Administration

Washington, DC

Johns Hopkins University*Zanvyl Krieger School of Arts & Sciences* - Master of Arts in Government

Washington, DC

The George Washington University*Columbian College of Arts and Sciences* - Bachelor of Arts in Political Science and Religion

Washington, DC

PROFESSIONAL EXPERIENCE**Schramm, Williams & Associates, Inc.** Est 1984*Senior Government Policy Advisor* - May 2000 to Present

Washington, DC

- Briefed executive branch officials with industry positions on the implementation of agricultural regulations regarding food safety and nutrition, and the orderly marketing of imported and domestic commodities
- Educated congressional offices on matters impacting firm's clients such as international trade, appropriations/budget, the Farm Bill, plant health, taxation, labor/immigration, environmental standards, and transportation
- Prepared a monthly agricultural trade report covering issues such as, Doha Development Agenda progress, free trade negotiations, non-U.S. regional and bilateral free trade agreements impacting U.S. agricultural trade (e.g., EU-South Korea), domestic supports, violations of free trade agreement commitments, legislation impacting specialty crops, as well as indirectly related issues (e.g., financial services, currency manipulation, and trade dispute resolution proceedings)
- Advised and contributed to client's successful conclusion of Sunset Review, Administrative Review, and New Shipper Review proceedings
- Draft comments with industry recommendations regarding trade negotiations processes, the probable effects of free trade agreements, and the National Trade Estimate Report on Foreign Trade Barriers
 - Drafted comments and organized industry responses for the U.S. International Trade Commission's Section 332 report on olive oil – *Olive Oil Conditions of Competition between U.S. and Major Foreign Supplier Industries*
- Identify and analyze market price fluctuations to determine best measures, regulatory or legislative, to ensure orderly commodity marketing
- Determine approaches to overcome trade barriers including tariffs, sanitary and phytosanitary matters and other non-tariff barriers to further promote and increase exports

- Travel to international trading centers, such as Dubai and Mumbai, to discuss trade logistics, compliance matters such as sanitary and barriers phytosanitary to trade, and other trade facilitation elements with foreign industry and government officials
- Research and prepare statistical reports on commodity trends, market access and economic developments in foreign and domestic markets for multiple commodities including, asparagus, carrots, citrus, dates, lettuce, olives, olive oil, peppers, pistachios, pomegranates, table grapes, and tomatoes
 - Prepared the first global trade report on table olives identifying major producers, importers, exporters and countries involved in the transshipment of table olives
- Draft white papers, briefing reports, and written and oral statements to congressional committees and federal agencies on legislation and proposed rulemakings for clients

References Available Upon Request

Marsha L. Baker

(b) (6)

(b) (6)

PROFILE:

- Highly skilled results-driven project manager leading and executing successful implementations of complex systems and multi-organizational change management and risk management projects
- Strong leader in providing operational efficiency and auditable approaches to national programs
- Over 30 years of experience in leading teams in audit readiness, Sarbanes-Oxley (SOX), accounting, internal controls, information technology auditing, internal audit, change management, finance and acquisition management
- Department of Defense Secret Clearance; Public Trust Clearance

EXPERIENCE:

Director, Funds Control Assurance Division, Office of the Chief Financial Officer

U.S. Department of Housing and Urban Development (HUD)

7/17 to Present

Led the HUD financial management team that ensures compliance with funds control and appropriation law, conducts HUD's Improper Payments Elimination and Recovery Improvement Act of 2012 (IPERIA) program, and documented HUD controls over financial reporting. Achievements include:

- During FY 2017, HUD reset its IPERIA program to implement processes that ensure compliance with the regulation. Led teams comprised of government employees and contractors to implement this new IPERIA process. Conducted regulatory compliant processes including conducting improper payment risk assessments for all HUD programs, including Ginnie Mae using a qualitative approach for risk rating the assessments, and performed improper payment tests of disbursements.
- Served as co-lead for two government-wide CFO working sub-group for improper payments. Led multi-agency review of IPERIA risk assessment and regulatory changes needed. Ensured proper government-wide agency review and commitment.
- Restructured the compliance testing of disbursements to ensure manual and automated process controls complied with Anti-Deficiency Act (ADA) during all phases in the contract and grant disbursement process (commitment, obligation and disbursement phases).
- Facilitated the review of Complementary User Entity Controls (CUECs) identified in HUD's shared service provider's Standards for Attestation Engagement Number 18 (SSAE 18) report. Identified the applicable process controls in place at HUD and conducted a Test of Design to better understand HUD's integration with its shared service provider. Made recommendation to HUD's Chief Financial Officer for how to achieve better integration. Additionally, documented and performed the CUECs necessary for ensuring accurate and timely year-end financial statements and notes.
- Translated accounting regulations into HUD-wide policies and actionable procedures for property, plant and equipment; reviewed Ginnie Mae accounting policies and procedures for compliance with generally accepted accounting principles (GAAP). Ginnie Mae procedures reviewed were for allowance for loan losses; foreclosures; loan modification; mortgage loans held for investment; mortgage loans held for sale; and purchased credit impaired loans.

Program Manager/Deputy Director for Audit Readiness
U.S. Army, Army Enterprise Systems Integration Program (AESIP)

Civilian:	Acquisition Management Specialist, Alexandria, VA	4/15 to 7/17
Contractor:	ECS Federal and Logistics Management Institute (LMI) Finance Audit Readiness Advisor, Alexandria, VA	12/12 to 4/15

Provided direct oversight for audit readiness change within the agency-wide Army's logistics financial business systems for the tactical Army. Synchronized multiple Army organizations and systems to be audit ready while ensuring the war fighter mission was not impacted. Ensured the cross-organizational team works collaboratively to jointly achieve auditability success through strong internal controls.

Achievements include:

- Led teams to achieve audit readiness for two Department of Defense Acquisition Category (ACAT) 1AM programs (Global Combat Support System - Army and Logistics Modernization Program) which provided agency-wide tactical support for about 160,000 soldiers. Reviewed audit readiness findings and identified capability requirements needed by end-users, external auditors and senior leadership; interpreted audit requirements for the program office staff, performed risk assessments and provided recommended management solutions for remediation that met schedule, performance and audit readiness requirements.
- Coordinated with soldiers, as a focus and risk assessment group, as well as, multiple senior executives across Army and DOD organizations to identify controls needed. Gained an understanding of both the Army logistics business, as well as, the recommended textbook approach for controls. Implemented a flexible customized approach to ensure operational efficiencies, especially for the war fighter.
- Worked to bring the Army finance, logistic, and acquisition organizations together to jointly achieve audit readiness. Translated accounting regulations for the logistic organizations.
- Led technology change through implementation of automated controls within the programs' systems, and cultural change within the program and other Army organizations.
- Led teams to identify training and tools needed for rapid deployment, and developed audit readiness Standard Operating Procedures (SOPs) to be leveraged by the programs to facilitate understanding of capability requirements.
- Achieved significant results within a 3-year period in remediation of information technology issues, from over 500 issues to fewer than 30 left to remediate. To achieve this result, effectively translated the audit controls needed and managed the remediation process, for both automated and manual process changes, and proved the ability to problem-solve with the appropriate level of technical creditability. Implemented appropriate internal controls.
- Significantly changed the internal control structure for access control, segregation of duties, security management, configuration management and continuity planning. Designed and implemented a security alert notification system and follow-up process.
- Developed and briefed audit readiness status and internal control reports to at least 10 Army senior executives on a regular basis; reported progress in remediation of plan of actions and milestones (POAM) items.

**Property, Plant and Equipment Accounting Manager
National Aeronautics and Space Administration (NASA)**

Contractor: KPMG, LLP, Federal Finance Manager

4/12 to 12/12

Led the agency-wide general property, plant and equipment (PP&E) accounting financial statement reporting for National Aeronautics and Space Administration (NASA). Achievements include:

- Performed quarterly agency-wide PP&E financial statements, including footnotes for PP&E and heritage/stewardship assets. Ensured compliance with Federal Accounting Standards Advisory Board (FASAB).
- Created procedures for accrual decisions and documentation needed for unfunded environmental liabilities (a major issue within NASA due to massive land holdings and chemicals used). Lowered the control risk from a Material Weakness to a control issue.

**Internal Controls and Audit Readiness Advisor
Army General Fund Enterprise Business System (GFEBS)**

Contractor: Accenture

10/10 to 04/12

Designed an agency-wide Army vision of access control using automated tools. Led the remediation of access control issues for over 30,000 GFEBS users in the Army's primary general fund financial business system. This included the creation of tools to increase user adoption among sites, ongoing control monitoring and governance processes. Achievements include:

- Developed the strategic vision for the Army's use of the SAP Governance, Risk and Control (GRC) tool and proactively enabling its implementation. GRC has become the access control standard across the private and public sectors.
- Designed a hybrid agency-wide Army GRC implementation approach which maximized operational efficiency while accommodating functional specific needs of the programs and ensured cost, performance and schedule objectives were met. Army financial leadership adopted my proposal and carried the GRC strategy into the business environment. This GRC approach saved money and time since it minimized training Army-wide, and ensured all programs are aligned technologically with the same software version. As a result, soldiers, civilians and support contractors have a consistent methodology and view of the controls when they move between commands or job assignments.

**Foreign Post Accounting and Sarbanes-Oxley (SOX) Consultant
U.S. Postal Service**

Contractor: Accenture

11/09 to 10/10

Served as program manager for fixed assets SOX control remediation, and the foreign post accounting system implementation. Developed a posting journal of international accounting transactions in SAP and briefed Chief Financial Officer (CFO) and Controller on key milestones, action items, and risks/issues.

**Deputy Program Manager
Chemical and Biological Defense Program (CBDP)**

Contractor: KForce Government Solutions

09/08 to 11/09

Prepared the quarterly and annual financial statements for CBDP, and SF-133 report, ensuring compliance with accounting regulations.

**Program Manager, Sarbanes Oxley Audit Readiness Software
Freddie Mac, Inc.**

Director, Internal Control and Director, Operational Risk Mgmt.

07/05 to 07/09

Served as program manager for implementation of the Freddie Mac Sarbanes Oxley (SOX) audit readiness and risk management software tool. Achievements include:

- Led the multi-organizational implementation team and managed the tool implementation; created and monitored integrated master schedule, and reported status results to CFO. Program was implemented ahead of schedule and below cost objectives and effectively handled SOX and risk management needs.
- Facilitated meetings with stakeholders from across the organization in functional, information technology and line positions to identify stakeholder requirements; led the team that identified tool capability requirements needed by stakeholders, end-users, external auditors and senior leadership.
- Led the test plan development, test schedule, development and operational testing, and validated results and reported program status to senior officer leadership.
- Identified long-term sustainment needs: training, configuration management, future functionality needs, and reporting needs of different stakeholders.

**Program Director, Sarbanes-Oxley (SOX)
E*TRADE Financial Corporation**

03/04 to 07/05

Served as the agency-wide Director of Sarbanes Oxley (SOX) at E*TRADE during the first year of SOX implementation. First year of implementation required a sound internal control leader since the regulations were not published until the end of the fiscal year. A strong background in risk management, internal controls and accounting was required. Achievements include:

- Led the organization-wide effort to obtain a favorable audit opinion. This required designing the risk-based strategy and processes needed to comply with the Public Company Accounting Oversight Board (PCAOB) regulations, before the regulations were published. Once PCAOB released its regulations, E*TRADE's approach was 100% compliant and required no changes.
- Developed a training and marketing effort to educate complex financial institution areas (i.e., investment banking) on internal controls and how their day-to-day activities relate to internal controls. This plan facilitated the understanding by everyone of what their role was in ensuring compliance with SOX.
- Designed and executed the Implementation plan, developed procedures, provided training to non-auditors (business areas in the organization) on how to identify risks and controls; supervised control testing; and provided quality assurance assessments of risk/control documentation, testing performed and remediation efforts. Briefed the Board of Directors, Audit Committee and senior company executives on results.

**Operations Design and Controls Consultant
Freddie Mac, Chevron, Sony Pictures, Telestra (Australia)**

Contractors: BearingPoint, Inc., and Arthur Andersen

11/99 to 03/04

Designed and implemented back-room operations for dot.com start-up companies, as well as business process improvement consulting. Achievements include the design of well-controlled efficient business processes for major global companies that complied with accounting regulation.

**Director of Internal Audit for a Standard & Poor's 500 Company
American Business Products, Inc.**

11/95 to 11/99

Led the internal audit function for a multi-organizational Standard & Poor's 500 company. Achievements include:

- Ensured an agency-wide risk-based audit approach, consisting of financial, operational and compliance audit activities, was conducted for the six operating companies and the holding company's financial statements. Negotiated outsourced information technology audit work to ensure audits were performed by staff with current information technology skills.
- Reviewed internal control structure and financial statements for proposed acquisition candidates as part of the company's merger and acquisition activities. Made actionable recommendations, most of which were implemented.

OTHER EXPERIENCE:

Audit – Information Technology, Investments and Operations

Investments and Operations Audit Manager, Bank South Corp.

10/93 to 12/95

EDP/Financial Audit Manager, Federal Home Loan Bank of Atlanta

12/91 to 10/93

Investments, Operations and IT Audit Officer/Asst. Vice President,
Citizens and Southern National Bank

04/85 to 05/90

Managed operational and investment audits, ensuring compliance with GAAP and regulatory policies. Designed audit processes for off-balance sheet investments and worked with Office of the Comptroller of the Currency auditors to ensure well-designed investment operations processes.

Defined Contribution Operations Officer/Asst. Vice President
C&S/Sovran Trust Co.

05/90 to 12/91

EDUCATION:

Master of Business Administration, General Mgmt.: Duke University, Durham NC
Master of Education: Georgia State University, Atlanta, GA
Bachelor of Science, Clothing & Textiles: Morehead State University, Morehead, KY
Accounting Add-On: Georgia State University, Atlanta, GA

CERTIFICATIONS:

Certified Public Accountant (CPA in Georgia, Virginia and DC)
Certified Information System Auditor (CISA)
Department of Defense – Program Acquisition Management – Level 3
Project Management Professional (PMP)

Martin R. Barbre**(b) (6)**

Graduated Carmi Community High School in 1972

Graduated Southeastern Illinois College in 1974; Associate Degree in Ag Business

Martin has farmed since 1974. He currently owns and operates Chestin Farms, 6000 acres of corn, soybeans, wheat and grain sorghum in partnership with his son Brandon Barbre. Additionally Chestin Farms has a small alfalfa crop. Chestin Farms raises Identity Preserved specialty crops including white corn and seed soybeans.

Martin is involved with numerous agriculture and civic organizations including:

- Past President the National Corn Growers Association Corn Board.
- Current member of the Illinois Corn Growers Association Served on the ICGA Board of Directors from 1995 to 2006.
- ICGA Vice-President in 2003 and President in 2004.
- Chaired all committees of the Illinois Corn Board in past years.
- Past Chair of National Corn Growers Association Biotechnology Working Group from 2005 to 2008.
- Served on the NCGA Ethanol Committee from 2001 to 2003.
- Served on the White County Farm Bureau Board for 24 years, 1979 to 1999 and again from 2005 to 2009. Served on various committees and as Board Secretary for two years.
- Served on the IL Farm Bureau Young Farmers Committee from 1983 to 1985.
- Attended and graduated Illinois Farm Bureaus' Ag Leaders of Tomorrow program in 1980 and several subsequent ALOT II programs.
- Illinois Farm Bureau EU Market Study Tour in March 2003.
- USGC/NCGA Leadership Tour to Asia in June 2007.
- Member of the Commodity Classic Joint Venture Committee
- USGC/NCGA Leadership Tour to Colombia and Mexico in May 2014
- Member of the Illinois Soybean Association and the Illinois Wheat Association.
- Served in various positions at the local and district level of the Illinois Elks Association.
- Served as Burnt Prairie Township Supervisor for 20 years. Then 6 years as Township Trustee. **(b) (6)**.

(b) (6)**(b) (6)**

Address: **(b) (6)**

Email: **(b) (6)**

Cell: **(b) (6)**

Objective

Seeking Senior Executive appointment in Trump Administration in the Census Bureau, USDA or DOL

Political Experience

Pre-Federal Employment

- Intern, District Office of Congressman Ron Coleman (TX-16)
- Designed, conducted, analyzed and reported on poll data in 1994 Texas gubernatorial elections in support of George W. Bush's candidacy
- Committee for 1996 debates featuring candidates for the U.S. House of Representatives (TX-16)
- Committee for 1998 Paso del Norte Quadricentennial Celebration, featuring Texas Governor George W. Bush, Chihuahua (Mexico) Governor, and the Spanish Ambassador to the USA

As a Federal Employee in Compliance with the Hatch Act

- Translated civic engagement materials to Spanish and canvassed minority neighborhoods through non-partisan Get Out the Vote sponsored by League of United Latin American Citizens (LULAC)
- Served as Senior Policy Advisor to Congressman Silvestre Reyes (TX-16) to fulfill the rotation requirement of the USDA Senior Executive Service (SES) Candidate Development Program
 - Partnered with USDA, state agencies, schools, grocery stores and the media to conduct outreach to underserved Latino, military, and American Indian communities to improve access to food programs and the 2010 Census
 - Tracked legislation and funding impacting assigned agencies, and implementation of Plan Colombia.
 - As Staff Co-Director of the House Diversity and Innovation Caucus, I led the development of a strategic plan and vote-tracking database for the Caucus; led meetings with the Science Transition Team to address female and minority under-representation in STEM fields. I increased the number of Caucus members in the 111th Congress from 52 to 64, diversifying the demographic composition of the Caucus by implementing strategic outreach efforts (e.g., increased number of Republican Members from 10 (20%) to 26 (40%))

Core Qualifications

- 13 years' experience providing senior/executive leadership and direction to Federal agency management operations in the Executive and Legislative branches, implementing strategic process improvements with measurable outcomes
- 19 years' experience applying quantitative and qualitative methods to enhance agency decision-making, increase minority participation in Federal programs, and leverage internal and external partnerships to advance Agency goals

Work History

- *Director, Business Management & Planning* - Commodity Futures Trading Commission (2017-Present)
- *Director, Office of Diversity & Inclusion* - Commodity Futures Trading Commission (2012 – 2017)
- *Deputy Assistant Administrator for Management* - USDA Food Safety & Inspection Service (2010-2012)
- *Assistant Director, Office of Opportunity, Inclusiveness & Compliance – The Library of Congress* (2010)
- *Director, Civil Rights Division – USDA Food & Nutrition Service* (2007 – 2009)
- *Special Assistant to the Deputy Administrator* - USDA Food & Nutrition Service (2005 – 2007)
- *Statistician* - Drug Enforcement Administration (2004 – 2005)
- *Survey Statistician* - US Census Bureau (1999 – 2004)

Key Professional Accomplishments

Operations Management

- Currently leading the CFTC's reform efforts in response to President's Executive Order and M-17-22.
- As Deputy Assistant Administrator, led a staff of 380, including senior executives, providing administrative services for 10,000 employees nationwide in 15 district offices, including budget formulation, execution and reconciliation of \$850M annual Agency budget.
- Applied Baldrige principles to FNS program operations, refocusing the Agency's 47 goals to 7 measurable corporate priorities with explicit targets, reducing SNAP program error rate to 3%.
- Improved performance of human resources operations and achieved \$5M Savings through reform. Established data-driven approach to decision-making in personnel and administrative matters.
- Increased timeliness of investigations, causing EEOC to highlight CFTC as a model agency in its 2015 report to Congress for sustaining an average (178 days) well below the Government (451 days).
- As Career Co-Chair of the USDA Civil Rights Oversight Committee, led Lean Six Sigma effort, reducing investigation costs by \$470,700 (30%). On behalf of the Secretary, addressed sensitive matters with socially disadvantaged farmers/ranchers, Congress, academic, community and business leaders.
- Led business process re-engineering; reduced the number of acknowledgement letters sent to complainants from three (3) to one; and reduced the time it took to send letters to complainants from ten (10) to three (3) days. Eliminated program complaint backlog of 7,000 cases within 90 days.
- Chaired EEOC's Proactive Prevention Interagency Workgroup, issuing guidance and metrics to measure effectiveness of Federal agencies' efforts to prevent discrimination.

Census Programs

- Led ground-breaking language research, resulting in the adoption of pre-testing guidelines for questionnaire translations (<https://www.census.gov/srd/papers/pdf/ssm2003-17.pdf>). Oversaw design and pre-testing of Census 2010 bilingual form. Operationalized interviewer variance as source of survey error. Presented this innovative comparative research at national and international conferences, including the U.S. Federal Committee on Statistical Methodology. Advised the Mexican Government and the EU on translation as a source of survey or measurement error.
- Briefed advisory committees on quantitative and qualitative studies to improve the quality of data collected from persons with limited English proficiency, and eliminating barriers to equal access in hard-to-reach communities. Prepared special tabulations for the Voting Rights Act.
- Designed quantitative and qualitative (focus groups, cognitive tests) process improvement studies to enhance the quality of survey and census data, response rates, and field materials.

Education

- Key Executive Leadership Certificate, American University
- M.A. in Political Science (Political Socialization), The University of Texas at El Paso
- Graduate Certificate in International Affairs & Leadership, Georgetown University
- B.A. in Political Science, Minor in Linguistics, The University of Texas at El Paso

Affiliations

- Senior Executive Board Member of the Federal Training Institute, a partnership between the League of United Latin American Citizens (LULAC), OPM, and 70 federal agencies
- Member, Senior Executive Association
- Member, RNC Women

Sean R. McKeon

(b) (6)

SUMMARY

Accomplished **government relations and communication professional** with more than 25 years' experience in **public policy and legislative relations**; work closely with executive staff to develop and communicate short- and long-term policy agenda, while serving as the key liaison with State legislators, multiple state delegations in the federal legislature, relevant offices within state and federal executive branches, and the other key stakeholders and advocacy groups.

Specialties: Effective leader with strong communication and advocacy skills, public speaking, including media relations and appearances; understand the legislative process and am adept at policy analysis and strategy implementation.

EDUCATION

Undergraduate Political Science and Law, Columbia College, NYC, New York

HIGHLIGHTS

- More than 25 years effectively **advocating for vital domestic industries such as agriculture, insurance, and forest products**. Understand the importance of developing and disseminating timely and relevant **analyses on public policy issues** affecting the organizations and companies represented. Proficient in preparing executive correspondence and material for meetings, public events, and hearings.
- Maintain **close working relationships with members of Congress**, their staffs, and other elected and appointed officials at various levels of government.
- Adept at balancing the responsibilities of working independently with the requirements of **representing a board of directors or executive team**, making sure their objectives and goals are prioritized.
- Work with senior management on **strategic planning and messaging** for company issues, programs, and public events.
- **Primary spokesperson** before government officials, the media and at industry events on all public policy matters.

PROFESSIONAL EXPERIENCE

Director of Communication and Community Relations, MOUNTAIRE FARMS, INC., Millsboro, DE 2014-Current
Mountaire Farms is the 7th largest poultry processor in the country, with revenues of \$2.5 billion, employing 8,500 people.

Plan and execute business-wide communications (internal and external) for **one of the nation's largest agri-businesses** including lobbying duties, public speaking and media relations, media presence and writing and delivering press releases. As the **point office for corporate relations**, arrange and participate in meetings with government officials and top company management to enhance company's positive profile with decision makers and key state and federal agencies.

- Analyze legislation affecting company and industry, to **develop policy priorities and short- and long term strategies**.
- Manage staff of five direct reports in multiple states with **budgets exceeding \$1 million dollars** annually.
- **Oversee Community Relations Department**, optimizing community events and social media impacts to underscore company's strong, positive presence in local communities.

Association President, NORTH CAROLINA FISHERIES ASSOCIATION, New Bern, NC 2005-2013
 Managed daily operations and lobbying efforts of the state's oldest and largest commercial seafood association, including financial health of the association. Reestablished association's strong financial position and expanded capital reserves.

Founder/Executive Director, NORTHEAST REGIONAL FOREST FOUNDATION, Brattleboro, VT 1997-2005
 Managed private, free-market forestry foundation, concentrating on regulatory issues at state and federal levels.

Brokerage Director, HERBERT L. JAMISON & Co, New York, NY 1989-1995
 Managed New York office concentrating on employee benefits and disability insurance products.

STATE & FEDERAL ADVISORY BOARDS

- North Carolina Poultry Federation Board of Directors
- Delaware Manufacturers Association Board of Directors and legislative committee
- Delmarva Poultry Industry Board of Directors and legislative committee
- Chairman, National Chicken Council, Communications Committee

ADDITIONAL INFORMATION

Work with chairman of the company and his chief of staff to identify organizations and individuals for high-end support: significantly, national and statewide candidates that are business friendly. Recommend charitable giving opportunities. Speak French; avid athlete and outdoorsman.

MICHAEL L. FOSTER**(b) (6)****OBJECTIVE:**

U.S. Department of Agriculture

EDUCATION:

Master's Degree in Public Administration, University of Montana	1993
Bachelor's Degree in Business Administration, Carroll College	1982
Bachelor's Degree in Secondary Education, Western MT College	1977
High School Diploma, Broadwater County High School, Townsend	1973

EXECUTIVE EXPERIENCE:

REGIONAL DIRECTOR of ADVOCACY, St. Vincent Healthcare	2002 – Present
DIRECTOR/COMMISSIONER, MT Dept. of Labor and Industry	2001
EXECUTIVE DIRECTOR, Montana Contractors' Association	1997 – 2001
EXECUTIVE DIRECTOR, HealthShare Montana	1996 – 1997

AGRICULTURE EXPERIENCE:

Born and raised in agriculture-based community	
Worked at local farms and ranches	
House and Senate legislative districts very agriculture-based	1991 – 1998
Chair, House Fish & Game Committee	1993 – 1994
Member, House Natural Resources Committee	1991 – 1994
Member, Senate Natural Resources Committee	1995 – 1998
Member and Vice-Chair, House Taxation Committee	1991 – 1994
Member and Vice-Chair, Senate Taxation Committee	1995 – 1998

PUBLIC OFFICIAL EXPERIENCE:

BOARD OF REGENTS OF HIGHER EDUCATION	2004 – 2006
Chair of Board	
Vice-Chair of Board	
Chair of Workforce Development Committee	
Member, Academic and Student Affairs Committee	
STATE SENATOR, Senate District 20	1995 - 1998
Majority Whip	
Chair, Legislative Administration Committee	
Vice Chair, Taxation Committee	
Other Committees - Rules, Natural Resources, State Admin., Transition Advisory Council (Energy), Joint Select Comm. on Health Care, Revenue Oversight, Task Force on Tax Policy (Vice Chair), Health Care Consumer Report Card (Chair), Employer Partnership Task Force	

STATE REPRESENTATIVE, House District 32	1991 - 1994
Chair, Fish and Game Committee	
Vice Chair, Taxation Committee	
Other Committees - Rules, Natural Resources, Highways and Transportation, Select Committee on the Budget, Revenue Oversight, Consumer Counsel (Energy), Mental Health Task Force	

VICE CHAIR of BOARD of TRUSTEES, Broadwater Health Center	1989 - 1991
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PUBLIC POLICY EXPERIENCE:

REGIONAL DIRECTOR OF ADVOCACY, St. Vincent Healthcare	2002 – present
CHAIR, Billings Chamber of Commerce Healthcare Policy Committee	2005 – 2009
MEMBER/CHAIR/VICE-CHAIR, MT Board of Regents of Higher Ed.	2004 – 2006
CHIEF POLICY ADVISOR, Governor Judy Martz	2001 – 2002
DIRECTOR/COMMISSIONER, MT Dept. of Labor and Industry	2001
LEGISLATIVE LIAISON, Governor Judy Martz	2001 – 2002
EXECUTIVE DIRECTOR, Montana Contractors' Association	1997 – 2001
MEMBER, Montana Senate	1995 – 1998
MEMBER, Montana House of Representatives	1991 – 1994

EMPLOYMENT HISTORY:

REGIONAL DIRECTOR OF ADVOCACY, St. Vincent Healthcare	2002 – present
CHIEF POLICY ADVISOR, Governor Judy Martz	2001 – 2002
ACTING COMMUNICATIONS DIRECTOR, Governor Judy Martz	2001
DIRECTOR/COMMISSIONER, MT Dept. of Labor and Industry	2001
EXECUTIVE DIRECTOR, Montana Contractors' Association	1997 – 2001
EXECUTIVE DIRECTOR, HealthShare Montana	1996 – 1997
ASSISTANT DIRECTOR, Montana Hospitals Rate Review System	1991 – 1996
UTILITY RATE ANALYST, Montana Public Service Commission	1982 – 1991
TEACHER, Broadwater County High School, Townsend	1977 – 1980

PROFESSIONAL ORGANIZATIONS:

Montana Society of Association Executives	1997 - 2000
American Society of Association Executives	1998 - 2000
American College of Healthcare Executives	1991 - 1997
Healthcare Financial Managers Association	1991 - 1997
Faculty Member, Congress of Amer. College of Healthcare Execs. (Author, published in <i>Healthcare Executive</i> magazine, May/June 1996)	1996 - 1997
American Legislative Exchange Council	1991 - 1998
National Association of Regulatory Utility Commissioners,	1982 - 1991
Montana Association of Teachers of English	1977 - 1980

COMMUNITY SERVICE:

(b) (6)	Lifetime
MEMBER, Billings Downtown Rotary Club	2003 – 2011
MEMBER, Townsend Rotary Club	1989 – 1992
MEMBER, Billings Chamber of Commerce committees: Health Care, Government Affairs, Workforce Development, Education	2005 – present
MEMBER, Big Sky Economic Development Corp. Board of Directors	2006 – 2009
HEAD COACH, Helena Senators American Legion Baseball Team	1979 – 1980
HEAD/ASSISTANT COACH, Youth Baseball/Basketball	1981 – 2010

INTERESTS:

(b) (6), Fishing, Playing Golf, Reading, Writing

PERSONAL:

(b) (6)

(b) (6)

(b) (6)

REFERENCES:

Available upon request.

Cover Letter

My experience as an elected Republican state representative, state senator and appointment by two Governors as a key Agency head (10 years) give me a unique perspective and set of skills to help President Trump lead America to a new era of prosperity that gives every citizen new hope and opportunity to succeed.

For the past 20 years, I have been involved in implementing successful public policy that has led to the creation of 1000's of new jobs, new homes, and communities with a well trained vibrant workforce.

Working for Governor Perdue and Governor Deal, my team developed 1) Opportunity Zones in Georgia's communities that gave monetized job tax credits that brought numbers of new companies to our state and allowed for great expansion by existing businesses. 2) As Executive Director of the Georgia Housing Authority, one of only a few that maintained AAA rating through the great housing crunch, my team helped our construction companies create 1000's of jobs in tough times providing homes for first time home owners and 1000's of family units for seniors and working families. 3) Through redevelopment strategies for our downtown areas, that include job tax credits, and low interest loans for our small business, we helped 100's of communities create a true "climate of success" for families and businesses with new jobs and opportunities. 4) Working with Georgia's Rural Development Council and as Governor Perdue's Alternate at the Appalachian Regional Commission, we have put a state wide initiative in place that is partnering with communities and companies to help 1000's of at risk youth prepare for full time employment in their communities through a paid internship program with a 98 % success rate. The return on investment is staggering as we break cycles of poverty and entitlements and give our companies a pipeline of well trained young people to fill well paying positions and a pathway to the American Dream.

It is my desire to work with you President Trump and Agriculture Secretary Perdue to bring this experience and success developed under his leadership as Governor to help you achieve your Goal to " Make America Great Again" . t would be a great honor to serve you Mr President and Agriculture Secretary Sonny Perdue.

Thank you for your consideration.

Leadership Accomplishments as:

1. **Successful Coach / Educator**
2. **Successful Family Farmer / Small Business owner.**
3. **Elected Georgia State Representative and Senator.**
4. **Appointment by two Georgia Governor's as key Agency head**
5. **Implementing key state policy In areas of job creation, housing, community development, workforce development.**

Core Qualifications

1. **Leader/ Team Builder**
2. **Effective in moving key legislation to statute in promoting key public policy**
3. **Able to build grassroots support for key policy.**
4. **Skilled negotiator/ Persuasive communicator**

Professional Experience

(July 2013 to current)

***Great Promise Partnership
Founder/ President / CEO**

1. **Developed Statewide initiative that keeps at risk youth in school through workplace partnerships with communities and companies**

2. 98% success rate with 1800 plus youth in 30 plus communities
3. \$70 million ROI in Five years
4. Developed duplicatable process for national expansion

***Georgia Department of Community Affairs (July 2003 to July 2013)**

1. Appointed by Two Georgia Governor's
2. Worked with 600 plus cities, 159 counties in community and economic development
3. Created Opportunity Zones that brought 1000's of new jobs to GA. Key tool in making Georgia the nation's best place to do business
4. Executive Director Georgia Housing Authority /AAA Bond rating
5. Led Georgia's Rural Development Council that led to effective policies in education, downtown development, infrastructure improvements, and leadership development
6. As Governor Perdue's alternate to the Appalachian Regional Commission received the prestigious John Wiseman award for leadership in the 13 state region
7. Received an award from the Martin Luther King, Jr. Advisory Council for "leadership and vision"

***Elected to the Georgia State House of Representatives (January 1991- Dec 1993)**

1. First Republican elected in Northeast Ga since Reconstruction
2. Received endorsement of Georgia and National Right to Life organizations
3. Endorsement of National Federation of Independent Business Association
4. Authored numerous pro family and pro business legislation

***Elected to the Georgia State Senate (January 2001-December 2003)**

1. First Republican Senator elected in Northeast Ga since Reconstruction
2. Received endorsement of Georgia and National Right to Life Organizations
3. Endorsement of National Federation of Independent Business Organization
4. Received Georgia Family Council Award
5. Received award from Georgia's Bureau of Investigation for passing legislation to end the scourge of illegal video poker
6. Ran campaign for Lt. Governor that helped bring Georgia into the Republican Fold

***President Owner / Beatty Enterprises / Beatty Properties. (1975 - 2003)**

1. Family Farm Operations
2. Residential Developers
3. Sales/Marketing Firm

***Teacher/Coach**

1. Jefferson City Schools 1973-1977
2. Banks County Schools 1977- 1980
3. Jackson County Schools 1980-1982
4. Lakeview Academy 1982-1984

***Regional and State Football Champions**

1974, 1975, 1977

Education:

University of Georgia
Bachelor of Arts: Political Science
Teaching certificate History

Affiliations:

Chamber of Commerce
Republican Party

Presidential Appointment / Why

As a "warrior" from the Reagan Revolution, it is great to have a leader like President Trump to reclaim the vision of America as the "Shining City On A Hill". Having the experience of serving with Governor Sonny Perdue both in the Senate and as a member of his governing team, I believe I have the experience and skill necessary to help President Trump change the "entitlement culture" of our nation to one that champions hard work and opportunity as the keys to success. I believe the next 8 years with President Trump as our President will fundamentally change the direction of our nation and give my three grandsons and millions of others the hope and optimism to rise up and lead our nation to even greater heights. Thank you for your consideration.

Additional Qualifications

(b) (6)

Owned/ Operated Family Farm (30 years)
 First Republican elected in Northeast Georgia as both Representative, and Senator
 Appointed by both Governor Sonny Perdue and Governor Nathan Deal to Commissioner of Georgia Department of Community Affairs
 Executive Director of AAA rated Georgia Housing Authority
 Founder/ President/ CEO Great Promise Partnership/ Preparing our at risk youth for the work place.

(b) (6)

Matthew J. Lohr

Objective	Participate at the national level in a senior position at USDA developing policies and oversight which focus on supporting a sustainable and competitive American agricultural system.		
Experience	1996 - present	Valley Pike Farm, Inc.	Broadway, VA
	Owner and President		
	<ul style="list-style-type: none"> Served as owner and operator of 250 acre "Century Farm" farming operation. Responsible for the annual production of 700,000 broilers, 120 head of feeder cattle, sweet corn, soybeans, barley and hay production 		
	1996 – present	Lohr Leadership	Broadway, VA
	Professional Speaker and Leadership Trainer		
	<ul style="list-style-type: none"> Keynoted conventions, conferences and seminars across all 50 states for over 400 clients Specialized in serving agricultural businesses and organizations 		
	2013 – 2017	Farm Credit of the Virginias	Staunton, VA
	Knowledge Center Director		
	Facilitated the sharing of knowledge and resources for the betterment of all farmers through customer focused programs		
	Developed relationships across all sectors of the agricultural community		
	2010 – 2013	VA Department of Agriculture & Consumer Services	Richmond, VA
	Commissioner		
	Appointed by Governor Bob McDonnell to lead state agency of over 500 employees		
	Provided leadership on all issues affecting Virginia's largest industry		
	Served as President of the Southern Association of State Departments of Agriculture (SASDA)		
	2005 – 2010	Virginia General Assembly	Richmond, VA
	Member of House of Delegates		
	Elected to three terms in Virginia state legislature representing the 26 th House District		
	Served as chair of House Agriculture subcommittee as well as a member of House Agriculture, Finance, Education, and Counties, Cities and Towns Committees		

1999 – 2001 Shenandoah County Public Schools Mt. Jackson, VA

Agriscience Instructor

- Taught middle school agriscience and served as chapter FFA advisor
- Developed all pertinent lesson plans for six courses, coached all FFA teams, supervised student SAE programs, and served as liaison to all community educational efforts

Education **May 1995** **VPI & SU** **Blacksburg, VA**

- **Bachelor of Science, Agricultural Education**
- Minor, Agricultural Economics

Professional
Organizations

Farm Service Agency State Committee, 2018 - present
Virginia Land Conservation Foundation Board, 2018 – present
Center for Rural Virginia Board, 2016-2018
Virginia United Land Trust Board, 2015-2017
Blue Ridge Area Food Bank Board, 2015-2017
Virginia Cooperative Council President, 2016
Virginia Outdoors Foundation Board, 2015
Virginia Beginning Farmer and Rancher Coalition State Board, 2014-2017
Virginia Foundation for Agriculture in the Classroom (AITC), 2010-2013
Rockingham County Farm Bureau President, 2004
Rockingham County School Board Member/Chair, 2001-2005
Virginia Farm Bureau State YF&R Committee, 1999-2002
Broadway Timberville Ruritan Club President, 1999
Rockingham County Planning Commission Member/Chair, 1998-2001

Honors
Received

- **Rockingham Soil and Water Conservation District Clean Water Farm Award, 2017**
- **VA Tech Agricultural Alumni Organization Distinguished Service Award, 2010**
- **US Poultry & Egg Association Environmental Winner, 2008**
- **Virginia Poultry Federation Environmental Excellence Award, 2006**
- **American Farm Bureau National Excellence in Agriculture Award, 2003**
- **National FFA Vice President, 1991**

(b) (6)

Professional Experience**United States Senator Mike Enzi (R-WY), Washington, D.C.****2017-present****Legislative Assistant – international trade, agriculture, public lands, and labor**

- Manage the Senator's legislative work related to international trade as a senior member of the Senate Finance Committee in addition to serving as the primary policy advisor on issues related to agriculture, public lands and labor.
- Exercise exclusive responsibility for ensuring Senator Enzi is current on the potential impacts of on-going negotiations and trade remedies such as tariffs. Developed in-depth policy talking points and prepared the Senator for several meetings with senior cabinet officials and President Trump.
- Liaised with the Budget Committee staff to manage issues of shared jurisdiction and ensure a cohesive approach to Senator Enzi's policy positions as committee chairman.
- Provide preparation for hearings, including detailed background on issues being addressed and suggested questions to ask witnesses.
- Drafted and introduced the Voluntary Protection Program (VPP) Act, which would codify VPP, a cooperative workplace safety program recognized by the Occupational Safety and Health Administration. Working with industry, I have garnered broad bipartisan support for the bill in both the House and Senate and worked with stakeholders to establish broad public-private coalitions.
- Drafted and led several delegation letters to agency officials on issues critical to Wyoming.

National Cattlemen's Beef Association, Washington, D.C.**2013-2017****Associate Director, Policy Communications**

- Primary responsibility included implementing and communicating policy priorities through all channels of media. With the breadth of issues NCBA covers and individual lobbyists working in-depth on specific issues, it was my job to understand all policy issues and manage outward messaging.
- I worked hand-in-hand with the lobby team to set key policy priorities each year. In doing so, I helped develop strategic lobby and communications plans for each issue which includes development of talking points, lobby materials for the Hill, website content, editorial timelines, articles and op-eds.
- Counsel elected officers, spokespeople and senior staff on effectively communicating complicated policy to a wide audience and follow-up with constructive media debriefs.
- Maintain key relationships with national and trade press. As a part of the strategic communications plans, I wrote and managed editorial content for *Belway Beef*, a weekly newsletter distributed to over 20,000 cattle producers, media and hill staff, as well as direct policy content the *National Cattlemen* monthly newspaper paper. Additionally, I was a contributing writer for 10+ state affiliate magazines.

Graduate Research Assistant, Texas Tech University, Lubbock, TX**2012-2013**

- Employed by Dr. Todd Brashears to work on grant projects while conducting individual research for publication. Write research for peer-reviewed journals, conference presentations, and thesis publication.

Education**Texas Tech University**

Master of Science, Agricultural Communications (2013)

Cumulative GPA: (b) (6)

Thesis Title: "A Case Study Analysis of Organizational Climate and Food Safety at a Packing Plant in Veracruz, Mexico"

University of Florida

Bachelor of Science, Food and Resource Economics (2011)

Cumulative GPA: (b) (6)

Specialization in marketing and management

Scholarly Works

Newsome, S., Brashears, T., Brashears, M., Porter, H. (2013). The Relationship Between Organizational Climate and Food Safety at a Packing Plant in Veracruz, Mexico. *Proceedings of the Association for International Agricultural and Extension Education, Fort. Worth, TX.*

Newsome, S. Fletcher-Shaw, K., Moore, M., Meyers, C. (2013). Developing Resources to Help Agricultural Communications Students Prepare for the Grammar, Spelling, and Punctuation Exam. *Proceedings of the Southern Association for Agricultural Scientists, Orlando, FL.*

Porter, H., Brashears, T., Brashears, M., Irlbeck, E., McKenny, C., Winterholler-Trojan, S., Escheverry, A., Loneragan, S., **Newsome, S.** (2013). Determining the Problems, Impacts, and Potential Solutions for the Agricultural Industry of Belize: A Needs Assessment. *Proceedings of the Association for International Agricultural and Extension Education, Fort. Worth, TX.*

USDA-19-0062-A-000078

(b) (6)

SUMMARY

Twenty progressively responsible years advising Members of Congress on annual agriculture appropriation bills and federal nutrition and agriculture policy. Demonstrated ability to work in a bipartisan manner to achieve desired results. Thorough understanding of the legislative process with experience in serving on an authorizing committee and the appropriations committee. Actively involved in constructing three farm bills and multiple agriculture appropriation laws.

PROFESSIONAL EXPERIENCE

U.S. House of Representatives Committee on Appropriations, Washington, D.C.

February 2013 - Present

Professional Staff, Subcommittee on Agriculture, Rural Development, Food and Drug Administration, and Related Agencies *February 2013 - Present*

- Actively involved in developing the annual Agriculture Appropriations bill, totaling nearly \$145 billion, and serving as the lead advisor on nutrition, food safety, and marketing programs.
- Analyze the budget submissions of the U.S. Department of Agriculture, with particular focus on Food, Nutrition and Consumer Services; Food Safety and Inspection Service; Agricultural Marketing Service; as well as the food and nutrition activities within the Food and Drug Administration. Advise Members in allocating the bill's mandatory and discretionary funding, with 80 percent of total funding directed to these Agencies.
- Counsel and work with Members and staff to produce legislation that targets funding to federal programs achieving results, meets desired policy goals, and receives bipartisan support.
- Develop legislative strategies and provide guidance that aligns with the Chairman's values and priorities.
- Conduct oversight to ensure programs are funded and implemented according to Congressional intent.
- Collaborate with food and agriculture constituencies, Congressional offices, the Congressional Budget Office, and the Executive Branch to assess budget and policy views to formulate legislation.
- Prepare statements and talking points, issue briefs and memos, hearing questions, and other materials for hearings, business meetings, and floor consideration.

U.S. House of Representatives Committee on Agriculture, Washington, D.C.

May 1999 – February 2013

Senior Professional Staff *January 2007 – February 2013*

- Responsible for in-depth knowledge and research of issues regarding nutrition, the Supplemental Nutrition Assistance Program, The Emergency Food Assistance Program, fruits, vegetables, viticulture, nursery crops, honey and bees, agriculture appropriations, and marketing and promotion programs.
- Actively involved in crafting the 2012 farm bill, the Federal Agriculture Reform and Risk Management Act of 2012, specifically focusing on the Nutrition Title containing approximately 80 percent of the bill's total funding, as well as the Horticulture Title. The bill served as the basis for the enacted 2014 farm bill.
- Developed the Agriculture Committee's provisions and report language to implement conservative nutrition policy reforms and reduce spending as part of the Sequester Replacement Reconciliation Act of 2012.
- Actively involved in crafting the 2008 farm bill, the Food, Conservation, and Energy Act of 2008, specifically focusing on the Nutrition Title and the Horticulture and Organic Title. Worked in a bipartisan manner with House and Senate staff to develop legislative and report language. Responsible for approximately 70 percent of the farm bill's total funding through nutrition programs.
- Carry out oversight of farm bill implementation and of federal agencies pertaining to my issues portfolio.

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***Staff Director, Subcommittee on Livestock and Horticulture
January 2003 - December 2006***

- Responsible for in-depth knowledge, research and oversight of issues in the Subcommittee's jurisdiction including: livestock, poultry, meat, animal identification, food safety and inspection, animal welfare, animal and plant diseases and pests, specialty crops, country of origin labeling, marketing and promotion programs.
- Organized and staffed hearings in Washington and in venues across the country on issues related to the Subcommittee's jurisdiction and in preparation for the next farm bill.
- Apprised Chairman of policy issues affecting various agriculture constituents and how closely aligned they were with his own views and current legislation. Participated in and spoke at industry conferences and board meetings representing the Chairman's position.
- Worked on developing and passing the following laws: Livestock Mandatory Reporting Reauthorization and the Specialty Crops Competitiveness Act.

***Legislative Assistant
May 1999 - December 2002***

- Actively involved in crafting the 2002 farm bill, the Farm Security and Rural Investment Act of 2002, specifically focusing on the Rural Development Title.
- Logistical coordinator for over twenty hearings across the country and in Washington to hear witnesses and develop an agenda in preparing the farm bill.
- Prepared issue briefs, talking points, speeches, and floor handouts for Chairman Combest.

Agriculture Appropriations

- Coordinated Chairman Combest's specific appropriation projects, including securing funding for new projects as well as increasing funding for ongoing projects.
- Gained knowledge of the workings of the Appropriations Committee. Attended House and Senate Agriculture Appropriations Subcommittee and Appropriations Committee hearings and mark-ups. Informed Chairman Combest and Agriculture Committee staff of the proceedings that occurred.
- Prepared and briefed Agriculture Committee Members' staff for potential floor amendments.

Federal Grants

- Wrote recommendation letters on behalf of the Chairman supporting projects for federal grants based on research and rural development priorities. Followed projects through the process to ensure a decision.
- Secured over \$1.2 million in federal grant funding and \$1.04 million in federally guaranteed loans for the 19th Congressional District of Texas.

Congressman Larry Combest, Washington, D.C.

May 1998 - May 1999

Legislative Correspondent September 1998 - May 1999

Researched and informed constituents about federal legislative policy, bills and statutes.

Staff Assistant July - September 1998

Coordinated congressional tours for constituents, and assisted with administrative duties.

Intern May - July 1998

Attended hearings and briefings, researched legislative policy, assisted with administrative duties.

Plains Cotton Cooperative Association, Lubbock, Texas

Intern January - December 1997

Conducted interviews, wrote articles, took photographs, met deadlines, and created page layout and design for *Commentator* magazine and *Denim Notes* employee publication.

EDUCATION

Texas Tech University, Lubbock, Texas, B.S. Agricultural Communications, May 1998, (b) (6) GPA

PROFESSIONAL EXPERIENCE**BUILDINGSTARS OF TAMPA BAY**

December 2016 – February 2017

Business Development Associate Tampa, FL

- Promoted to this position after having served as the Office Administrator.
- Met with business owners and operations managers to better understand their needs in order to provide the correct franchisee for the account.
- Followed-up on leads, met with prospective new clients, and created cleaning contract proposals for those prospective clients.

Office Administrator Tampa, FL

September 2016 – December 2016

- Managed the day-to-day operations of the office.
- Served as the liaison between the office and prospective franchisee owners; scheduled and created presentations for those prospective owners.
- Ordered, tracked, and maintained all office and warehouse inventory.
- Was trusted with confidential financial information and monthly earnings of franchisees.
- Created, maintained, and tracked all changes to account profiles.

NEWINGTON ICE ARENA

January 2016 – May 2016

Office Manager Newington, CT

- Supervised employee timekeeping, maintained payroll records, and compiled payroll data to ensure employees received proper payment on time.
- Reduced the number of days receivables remained outstanding by collecting all revenue (including property-rental income, training income, equipment-rental income, etc.) due from customers and immediately depositing into company account.
- Provided training to new and existing staff as needed.
- Reduced company overhead by reviewing supply requests and soliciting secondary quotes prior to approving such requests.

YOUNG PHARMACEUTICALS, INC.

May 2012 – November 2015

Receptionist / Sales Order Specialist Wethersfield, CT

- Ensured that customer and vendor phone calls (minimum of 75 per day) were answered and responded to in a timely fashion.
- Operated company switchboard to route calls to appropriate individuals so as to facilitate communication between Board Certified doctors and CEOs of companies and CEO of Young Pharmaceuticals.
- Worked with Director of Sales to develop a more efficient and effective sales process, including the entry and processing of sales order data from assembly to shipping.
- Created sales opportunities for sales representatives by providing appropriate contact information to clients and sales representatives and recording incoming new leads.
- Promoted company policies and guidelines and ensured sensitive and confidential information was adequately protected.
- Trained new data entry technicians and other administrative employees.

Laboratory Technician

May 2009 – January 2010; June 2010 – November 2011

- Filled products on the production line to ensure timely and quality completion of special product orders for dispensing physicians around the world.
- Performed quality control on high-quality medical skincare products.

EDUCATION**Eastern Connecticut State University**

Bachelor of General Studies, May 2018

Concentrations: Communication and Sociology

ADDITIONAL INFORMATION

- Fluent in Polish

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00078

Ethan Gallagher

(b) (6)

PROFESSIONAL EXPERIENCE*Deputy Scheduler*

August 2017 - Present

Office of Senator David Perdue

Washington, D.C.

- Assists the Director of Scheduling in managing and monitoring the Senator's daily activities and schedule
- Processes and prioritizes meeting requests and correspondence
- Coordinates logistics for domestic and international travel
- Arranges a weekly constituent coffee, as well as photo opportunities for constituents and school groups

Scheduling Intern

June 2017 - August 2017

Office of Congressman Drew Ferguson

Washington, D.C.

- Assisted scheduler in preparing memos, detailed itineraries, and daily schedules for the Congressman in D.C. and Georgia's 3rd district.
- Contributed to preparations for press interviews, photo opportunities, and meetings with constituents.
- Conducted a thorough rundown of logistics for public appearances and trips outside D.C.
- Maintains detailed spreadsheets of meeting requests, invitations, and other written correspondence.

Field Operative

March 2017- May 2017

Dr. Kay Kirkpatrick: Republican for State Senate

Marietta, GA

- Canvassed East Cobb County to inform constituents of Dr. Kay's candidacy and platform in the Special Election, which resulted in her victory.
- Followed directions from senior staff to inform and appeal to voters regarding the dire need for healthcare reform and Georgia's Fair Tax
- Conducted telephone surveys to guide strategy and foster support across voting precincts.

Office Assistant

March 2015 - May 2016

Dr. Barry Simmons D.D.S P.C

Athens, GA

- Addressed patient needs, managed a busy appointment book and facilitated basic bookkeeping of daily transactions.
- Processed claims, negotiated disputes and monitored appeals to insurance providers.

ADMINISTRATIVE BACKGROUND**Kesem at the University of Georgia**

May 2016 - May 2017

Executive Director

- Oversaw an organization of 300 student volunteers and an executive board of 20 specialized coordinators.
- Managed an Advisory Board of Atlanta area professionals and applied their insight to enhance brand development and accomplish strategic goals.
- Facilitated administrative tasks concerning goal-setting, fundraising, external affairs and compliance with international standards.
- Preserved an ambitious organizational culture anchored in integrity, accountability, and personal development.

August 2014 - April 2016

Public Relations and Marketing Director

- Responsible for promotion and marketing for Kesem: a nationwide organization driven by passionate student leaders supporting children through and beyond a parent's cancer.
- Conducted yearly fundraising campaigns raising upwards of \$130,000 to provide year round mentorship and complimentary youth development programs for families affected by cancer.

EDUCATION**The University of Georgia, Athens, GA**

- *Bachelor of Arts in Political Science & International Affairs*
- *Summa Cum Laude*

The University of Georgia, Beijing, China

- *Studied East Asian history, culture, and politics at the Beijing Academy of Governance*

ADDITIONAL SKILLS

Microsoft Office, office administration, constituent services, organizational strategy and management, social media marketing, pitch development, public speaking, proposal drafting,

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00079

Roger D. Dahmer

(b) (6)

Seeking Position: State Executive Director in West Virginia of the Farm Service Agency

OBJECTIVE:

To lead the Farm Service Agency in administering federal farm programs to serve the farmers of West Virginia, based on extensive knowledge from 31 years of experience.

Summary of Experience

EMPLOYMENT HISTORY:

County Operations Trainee

June 1986 – April 1987

Agricultural Stabilization and Conservation Service (ASCS)

Various locations in West Virginia

Learned the federal farm programs administered by the agency, how to manage the operations of an ASCS office, how to manage subordinate employees in the office and to interact with external customers. This time period also included two weeks devoted specifically to management training; one week in Atlanta, GA and one week in Syracuse, NY.

Executive Director

April 1987 – December 1988

Boone-Logan County ASCS Office

Danville, WV

Managed an ASCS office and supervised subordinate employees in administering the federal farm programs. Specific activities included, but were not limited to: reviewing and approving program applications, payments, reports, time and attendance documents and performing field work such as field or crop measurements.

Executive Director

January 1989 – June 1998

Cabell County ASCS/FSA Office

Jackson County FSA Office

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In 1994 the Agricultural Stabilization Service (ASCS) became the Farm Service Agency (FSA). During March 1997 I served as Acting District Director in another district.

Executive Director
June 1998 – Present
Pendleton County FSA Office

At various times during this period I have served as a trainee trainer. Additionally, in 2006 I was part of a 4-person program review team, which went to various offices in the state reviewing the Livestock Indemnity Program activity. Further, in 2007 I was part of a 4-person training team that went to Orlando, Florida for a week-long train the trainer training on subsidiary items (signature requirements, power of attorney and payment limitation). We then returned and trained the rest of the West Virginia employees.

MANAGERIAL EXPERIENCE:

Over the course of a nearly 32-year career with USDA, I have served as an FSA (previously ASCS) County Executive Director for approximately 31 of those years. During that time I worked in four different offices managing the administration of federal farm programs and supervising from one to three subordinate employees per office. Specific responsibilities included, but were not limited to: reviewing and approving program applications, payments, reports, and time and attendance documents. As County Executive Director, I have also been responsible for reviewing job applications and hiring staff, approving work schedules and time off, and interpreting regulations and procedure.

Away from the job, I have served as President of the county youth soccer league. This required me to recruit staff, create a timetable of activities and schedule of events (publicity, signups, coaches' meetings, etc.), and coordinate game schedules. I have also served as our local Boy Scout troop's Scoutmaster, which required me to plan and conduct meetings, provide guidance to Scouts, and interpret Scouting policy.

EDUCATION:

St. Albans High School
St. Albans, WV
Received High School Diploma
Graduated May 1976

West Virginia University
Morgantown, WV
Received B.S. in Agriculture
Graduated in August 1981

Dale Carnegie Public Speaking Course
Charleston, WV
Received certificate of completion.
Took course in fall 1987.

AFFILIATIONS:

(b) (6)

September 1998 – Present
Serve in various capacities.

(b) (6)

2006 – Present

(b) (6)

St. Albans Youth Soccer Association
Fall 1995 – Spring 1998
Youth Soccer Coach

Pendleton County Youth Soccer League
Fall 1998 – Fall 2011
Youth Soccer Coach
League President in 2011 and 2012

Pendleton County High School
2013 – Present
Assistant Boys Soccer Coach

Boy Scouts of America
Fall 2001 – Present
Serve in various capacities.

REFERENCES:

(b) (6)

(b) (6)

(b) (6)

PROFESSIONAL EXPERIENCE

PUERTO RICO FEDERAL AFFAIRS ADMINISTRATION (PRFAA)

Policy Advisor – Washington, D.C.

January 2017 to Present

50 Hours/Week

(b) (6)

- Develop policy recommendations that positively impact the life and economic opportunities of 3.4 million American citizens living in Puerto Rico. Issues Assigned: Taxation, Appropriations, Financial Services, Energy, Environment, Agriculture, and Telecommunications.
- Lead teams and delegations in Hill days and advocacy sessions impacting more than 300 congressional offices on Medicaid, Tax Reform, and Disaster supplemental funding request. Lead Governor's cabinet member to high-profile meeting at the White House, Department of Commerce, Department of Treasury, FEMA, and other federal agencies. Resulted in \$295 million appropriated in April 2017 and 100% Federal cost-share (\$4.8 billion) for two-year Medicaid program post-Hurricane Maria. Advocate for the inclusion of Opportunities Zones and USDA \$2.36 billion for crop disaster assistance in supplemental disaster relief funding packages.
- Detailed on a temporary basis from the last week of September to the 2nd week of October to the FEMA National Response Coordination Center (NRCC) to provide FEMA information and local contacts critical to the disaster response and recovery process. Since then we have continued to provide support over phone and email. The issues that directly facilitated were:
 - Clarify Emergency Tax Procedures at Puerto Rico Ports: PRFAA reached out to the PR Secretary of Treasury to inform him about concerns regarding the application of tax procedures at the maritime ports of entry and how these would impact the flow of donations and other goods need for emergency operations and aid relief. PRFAA Assisted FEMA by obtaining documents and information from the PR Department of Treasury about the amended movement and tax procedures for commodities flowing into the ports.
 - Restoring Telecommunications: PRFAA staff coordinated directly with FEMA the transport of telecommunications teams to support AES Power Plant operations and Sprint to restore cell phone towers.
 - Restoring Operations at San Juan Airport: PRFAA facilitated coordination between FEMA officials and the CEO of the SJU Airport to resolve issues regarding air traffic control on commercial flights, radars, and to raise the priority to get generator power to SJU to further support airport operations. PRFAA worked with the Airport Management Director of the PR Ports Authority to facilitate their requests to FEMA for restoring regional airport operations. This helped facilitate the provision by federal authorities of Air Traffic Control (ATC) support 24/7, generators and water tankers to sustain operations for the regional airports in Aguadilla, Vieques, Ceiba, and Ponce.
 - Develop a database that collected information from over 350 Puerto Rican federal employees interested in participating in the FEMA Surge Capacity program to travel to Puerto Rico and assist in the recovery efforts. The database was provided to FEMA for their use and they have already begun contacting candidates for training and eventual deployment.

- Chairing Ethics Committee: Implemented a plan that successfully achieved by 3Q of FY 17-18 70% ethics education hours in compliance with statute for an office of 15 employees in Washington, D.C. and Florida.

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00084

HEALTHESYSTEMS, LLC.

Financial Accounting Consultant – Tampa, FL.

April 2016 - June 2016 (Contract to Hired – Offer extended)

40 Hours/Week

(b) (6)

- Performed month close procedures, bank reconciliation, journal entries, documenting procedures, audit request.
- Improved schedules and procedures reducing budget hours and improving AP closing in 10 days, cross-trained staff.
- Prepared and managed budget reports for all departments Managers of an \$800 million gross revenue company, prepaid schedules, filed Property taxes and Sales taxes in the State of Florida, Arizona, and Texas.
- Reported directly to senior financial management on budget, accounting & financial reporting, financial reporting improvements.

PRICEWATERHOUSECOOPERS, LLP

Audit Specialist – Tampa, FL.

November 2015 – March 2016 (Fixed Term Contract)

55 Hours/Week

(b) (6)

- Process workflow related to work request from initiation through completion, management of workflow within the management tool, and ability to identify the optimal and required manner in which to document results of work performed;
- Financial statement review procedures for complex engagement in relation to the requirements of supporting documentation and financial statement documents in accordance with auditing standards;
- Document preparation, including gathering evidence activity and populating documents based on audit policy and financial reporting industry standards;
- Preparation and management of the external confirmation process in accordance to PwC guidelines, including database set up, sending and receiving, follow up with third parties, and reporting back to engagement teams.

Advance Assurance Intern - San Juan, PR

January 2015 – March 2015 (Fixed Term Contract)

55 Hours/ Week

(b) (6)

- Communicated with client management in order to identify and assess existing client accounting processes, internal controls, and drafted walkthroughs for the compliance of SOX regulatory requirements.
- Performed audit procedures over assets accounts, substantive analytics, test of details, PP&E, Taxes, managed PBC and investments confirmations.
- Prepared financial statements tie-out for Act. 163 regarding Tax Supplemental Schedules for a \$3 billion publicly traded Insurance company.
- Lead and coordinated a team in the financial literacy community service event positively impacting 50 kids.

FALCÓN SÁNCHEZ & ASSOCIATES, P.S.C.

Assurance and Accounting Staff – Guaynabo, PR

March 2014 – December 2014

40 Hours/Week

(b) (6)

- Performed audit testing over expenses, and pension contributions of a 401K plan of a listed Fortune 500 company.
- Drafted and proof read financial statements, prepared personal guarantees that lead in a \$25K credit line with creditors.
- Bookkeep all outsourcing accounting clients that included accounting cycle, bank reconciliation, review posting issues and resolved errors on Sage 50 Peachtree and QuickBooks, according to GAAP.
- Audited inventories in manufacturing and retail facilities, analyzed variances in inventories.
- Aided and researched for all management levels in tax incentives laws: Act 20 and 22 of 2012, Act 135 of 2014, Act 80 of 2014, and business valuation.

PUERTO RICO DEPARTMENT OF STATE

Summer Intern – San Juan, PR

May 2010 – August 2010

40 Hours/Week

(b) (6)

- First class in the “Hon. Baltasar Corrada del Río” State Summer Internship Program established by Secretary McClintock
- Corporate Service rotation; annual report filings, analyzed transactions, and elaborated recommendations for digitalizing records.
- Legislative research, speech, and transcript writing, and actively cooperated in daily business of the Secretary.
- Participated in high profile meetings with Gov. Fortuño’s that included Government reengineering and Economic recovery.

EDUCATION

NASBA, CPA Candidate

University of Puerto at Bayamón, Bachelor in Business Administration, Accounting Major (151 credits) *June 2015*

COMMUNITY INVOLVEMENT

ASSOCIATION OF LATINO PROFESSIONALS FOR AMERICA (ALPFA)

Puerto Rico Chapter – Secretary – San Juan, PR

October 2014 – March 2016

- Draft meeting agendas and minutes, prepared sponsorship proposals, events brochures, and prof-read official communications.
- Help recruited 3 professionals for board of directors: social media, events, and public relations.
- Co-coordinate events logistics and securing lead sponsors for the 1st Student Initiation Ceremony to be held on October 2015.
- In charge of establishing strategic alliance with Youth Friends of Museum of Art of PR in kind value \$20K
- Ensure execution of key goals and strategic plan.
- Host staff meetings and conferences calls, co-chair Students Affairs and Sponsorship Committee's.
- Founded the 3rd Puerto Rico’s Student Chapter at UPR - Bayamon campus, recruited over 60 student members during the first year of leadership.
- Created bank account for UPR Bayamon chapter and budget for academic year 2014-2015, help secured sponsorship of more than \$8K from Coca-Cola making possible an event venue.
- Implemented strategies to fund-raise over \$10K. Left more than 25% in cash reserves for next academic year.
- Lead the first Info Session with 50 student’s participants and help organize workshops and lectures for members and secured 5 internship opportunities for students.

SKILLS & MEMBERSHIP

- **Languages:** Fluent English and Spanish.
- **Technical Skills:** Sage 50 Peachtree, Microsoft Great Plains; Excel, Power Point, Publisher, Word; SharePoint, Adobe, QuickBooks.
- **Membership:** Association of Latino Professionals for America (Professional Membership 2014-Present), ENACTUS Puerto Rico Alumni (2011- to Present) World Affairs Council of Puerto Rico (2010- Present), Puerto Rico Statehood Students Association (Lifetime member), American Institute of CPA's (CPA Candidate Membership), Young Republican National Federation (YRNF), League of United Latin American Citizens (2010-Present) U.S. Air Force Auxiliary Civil Air Patrol (Cadet Officer 2003-2010), National Exchange Club of San Juan 2007-2009 (Youth of the Month 2007).

AWARDS

- Distinguished Alumni – Association of University of Puerto Rico Alumni & Friends Abroad (UPRAA), Dec. 2017
- 1ST Place, University of Puerto Rico at Bayamon Accounting Bowl, awarded a Becker's CPA Review Scholarship, April 2014.
- Most Wanted Student, UPR at Bayamon, Business Department, Top Score Business Assessment Test, April 2014.
- Scholar, 2nd Nationwide recipient for U.S. Foreign Policy in to the Next Decade, World Affairs Council, November 2010.
- Cadet of the Year 2009, Puerto Rico Wing – U.S. Air Force Auxiliary Civil Air Patrol, May 2009.
- Youth of the Year 2008-2009, National Exchange Club of San Juan, May 2009.
- Puerto Rico State House of Representative Award for Honor Student, May 2008-2005.
- Medal of the Mayor of Toa Baja, Citizenship Medal, May 2008.

JAMES W. MAGO

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PROFESSIONAL EXPERIENCE

INDEPENDENT CONSULTANT

JAN 2017 – PRESENT

J MAGO CONSULTING LLC – PHOENIX, AZ

- EVALUATE AND PROVIDE STRATEGIC BUSINESS SOLUTIONS TO START UP AND EMERGING BUSINESSES

REAL ESTATE CONSULTANT

JAN 2004 - PRESENT

STEELE FOUNDATION – PHOENIX, AZ

- RESEARCH AND EVALUATE LAND, COMMERCIAL, RESIDENTIAL, AND INDUSTRIAL INVESTMENT OPPORTUNITIES
- PREPARE PROPERTY ANALYSIS REPORTS TO DETERMINE PARTICIPATION OPTIONS
- REVIEW MORTGAGE APPLICATIONS AND COLLATERAL VALUATIONS TO DETERMINE LENDING POLICIES

OPERATIONS CONSULTANT

AUG 2016 – Nov 2016

DONALD J. TRUMP FOR PRESIDENT, INC. – NY, NY

- LIAISON POLITICAL SCHEDULING AND ADVANCE UNITS TO MAXIMIZE MARKETING, DMA AND RALLY IMPACTS
- SELECT LOCATIONS AND NEGOTIATE VENUE CONTRACTS
- MANAGE VENUES TEAM OPERATIONS - FIVE DIRECT REPORTS

BUSINESS DEVELOPMENT

JAN 2016 – JULY 2016

BLUE BOX AIR – PHOENIX, AZ

- ASSIST WITH THE DEVELOPMENT OF PRICING, MARKETING, AND GO TO MARKET STRATEGIES FOR INDUSTRIAL MAINTENANCE SERVICE DELIVERING ENERGY EFFICIENCY
- KEY PARTNER AND DECISION MAKER ON MANAGEMENT TEAM SETTING ALL STRATEGIC GOALS AND RESOURCE ALLOCATION
- GENERATE NEW BUSINESS AND DRIVE REVENUES FOR START UP COMPANY

AFFILIATE SALES

MAY 2014 – DEC 2015

INFOARMOR – SCOTTSDALE, AZ

- FOCUS SALES EFFORTS ON ADVANCED THREAT INTELLIGENCE PRODUCTS FOR DIVERSIFIED ENTERPRISE CLIENTELE
- DEVELOP CUSTOM PROPOSALS AND SOLUTIONS TO ENHANCE CORPORATE DATA SECURITY

VICE PRESIDENT OF SALES
PHOENIX BRACE COMPANY – PHOENIX, AZ

APRIL 2012 – DEC 2015

- PARTNERED WITH PHYSICIAN INVENTOR TO PATENT AND COMMERCIALIZE HUMERUS FRACTURE BRACE
- NEGOTIATED ROYALTY CONTRACT WITH BLED SOE BRACE SYSTEMS TO FINALIZE DESIGN AND MANUFACTURE THE PHOENIX BRACE
- ASSIST WITH MARKETING EFFORTS
- MANAGE THE ROYALTY AGREEMENT

CHIEF OPERATING OFFICER
PHOTON MEDICAL COMMUNICATIONS – PHOENIX, AZ

Nov 2011 – Oct 2013

- ORGANIZED AND MANAGED START-UP MEDICAL IT COMPANY FROM INCEPTION TO POST REVENUE POSITION
- RESPONSIBILITIES INCLUDED OPERATIONS, MARKETING, BUSINESS DEVELOPMENT, FUNDRAISING, GRANT WRITING AND TEAM DEVELOPMENT
- MANAGED A STAFF OF 4 AND AN ADVISORY TEAM OF 8 PROFESSIONALS
- AWARDED ACA FALL 2013 INNOVATIONS CHALLENGE GRANT

ECONOMIC DEVELOPMENT ADMINISTRATOR
CITY OF GLENDALE – GLENDALE, AZ

MARCH 2008 – APRIL 2012

- LEAD THE CITY'S BUSINESS AND INVESTMENT ATTRACTION EFFORTS
- LOCATES INCLUDE HUMANA, LINAMAR SOLAR, US MARSHALS, RSI, VESYSTEMS, LA DOLCE VITA AND OTHERS
- ASSISTED WITH RETENTION/EXPANSION OF THE FOLLOWING COMPANIES IN GLENDALE – BECHTEL, CONAIR, TOTAL TRANSIT, PHOENIX HEART, AND OTHERS
- CREATE AND NEGOTIATE INCENTIVE PROPOSALS. QUALIFYING PROSPECTS DETERMINED BY ECONOMIC IMPACT ANALYSIS AND UNIQUE CIRCUMSTANCES
- RESPONSIBILITIES INCLUDE CREATION OF BUSINESS ATTRACTION ACTION PLAN, CLIENT/PROSPECT RELATIONS, LEAD GENERATION, MARKETING STRATEGY, INTER-DEPARTMENTAL COORDINATION, AND GUIDING RELATED POLITICAL DISCOURSE
- COORDINATE AND FACILITATE INTERACTION WITH THE PLANNING, BUILDING SAFETY, MARKETING, INTER-GOVERNMENTAL, TRANSPORTATION, ENGINEERING, AND NEIGHBORHOOD DEPARTMENTS AMONG OTHERS
- PARTICIPATION IN MANY LOCAL, REGIONAL, NATIONAL ORGANIZATIONS AND COMMITTEES – GPEC, NAIOP, ICSC, VALLEY PARTNERSHIP, CORENET, COUNCIL'S SUSTAINABILITY SUBCOMMITTEE

ACCOUNT DIRECTOR
PREMIERE PARTNERS – MANHATTAN BEACH, CA

APR 2001 – MAR 2007

- STARTED PROMOTIONAL BUSINESS TO CONCENTRATE ON LOW OVERHEAD, HIGH PROFIT MARKETING PROJECTS. HELPED MANAGE AND STAFF COMPANY THAT FLUCTUATED FROM 6-10 EMPLOYEES
- GENERATED OVER \$6 MILLION IN HIGH MARGIN SALES REVENUE. MAJOR CONTRIBUTOR IN GROWING COMPANY ANNUAL REVENUES FROM \$1 MILLION TO \$5 MILLION OVER THIS PERIOD

- **BROKERED THE PRODUCTION OF MARKETING MATERIALS FOR MAJOR ACCOUNTS. SUCH ACCOUNTS INCLUDED FOX BROADCASTING COMPANY, KINKO'S INC., AMERIQUEST MORTGAGE COMPANY, FOX CABLE NETWORKS**
- **HANDLED ALL ASPECTS OF CLIENT RELATIONSHIPS. FROM GENERATION OF NEW ACCOUNTS TO ACCOUNT MANAGEMENT TO CREATIVE SOLUTIONS TO SALES CONTRACTS TO PRODUCTION MANAGEMENT TO COMPLETE SATISFACTION**
- **BROKERED DEAL WITH PREMIERE PARTNERS TO WORK AS INDEPENDENT CONTRACTOR IN SAME CAPACITY WITH A 60% PROFIT SHARE ON ALL DEALS FROM JUNE 2003 UNTIL MARCH 2007**
- **PROMOTIONS HAVE BEEN FEATURED IN US WEEKLY, PROMO MAGAZINE, HOLLYWOOD REPORTER**

ACCOUNT MANAGER
PREMIERE MARKETING – REDONDO BEACH, CA

Nov 1997 – APRIL 2001

- **PM FOCUSED ON BEING A FULL SERVICE PROMOTIONAL MARKETING AGENCY. IN-HOUSE CAPABILITIES FEATURED PROMOTIONAL MARKETING AND MERCHANDISING SALES, ADVERTISING AGENCY, PRINT AND ONLINE MERCHANDISE CATALOGING, WAREHOUSE/FULFILLMENT, AND GRAPHIC DESIGN**
- **STARTED WITH NO ACCOUNTS AND BUILT IMPRESSIVE CLIENT ROSTER THAT INCLUDED THE NATIONAL CONTRACT FOR KINKO'S INC. CONTRACT INCLUDED IMPLEMENTATION OF THEIR FIRST ONLINE PROMOTIONAL MERCHANDISING CATALOG TO SERVICE THEIR HEADQUARTERS AND 1200 BRANCHES.**
- **NEGOTIATED CONTRACT PRICING FOR CATALOG MERCHANDISE AND HIGHER MARGIN PRICING FOR CUSTOM KINKO'S PROJECTS. HANDLED PRICING AND CONTRACT NEGOTIATIONS FOR ALL PROJECTS WITH ALL CLIENTS.**
- **FOCUSED SALES PRIORITIES ON FORTUNE 1000 COMPANIES LOCATED IN SOUTHERN CALIFORNIA AND CONTINUOUSLY GREW REVENUE EVERY YEAR WITH PM**
- **GENERATED OVER \$6 MILLION IN SALES REVENUE**

AREA SALES MANAGER
AVCOR HEALTHCARE PRODUCTS – FT. WORTH, TX
ALBAHEALTH

AUGUST 1990 – Nov 1997

- **STARTED AND MANAGED AVCOR'S SOUTHWESTERN PRIVATE-LABEL HOSPITAL SUPPLIES BUSINESS. COVERAGE INCLUDED ALL MEDICAL SALES WITHIN SOUTHERN CALIFORNIA, ARIZONA, NEW MEXICO, AND LAS VEGAS**
- **NEGOTIATED REGIONAL AND LOCAL PRICING CONTRACTS WITH HOSPITALS, HMOs, PURCHASING ORGANIZATIONS, AND MUNICIPALITIES**
- **ESTABLISH AND MAINTAIN RELATIONSHIPS WITH DISTRIBUTORS AND HOSPITAL PERSONNEL**
- **CONDUCTED PROTOTYPE PRODUCT TESTS AND PROVIDED MARKET INTELLIGENCE TO INTERNAL PRODUCT DEVELOPMENT TEAMS. HELPED DEVELOP AND ESTABLISH NEW LINE OF LATEX-FREE SURGICAL PRODUCTS TO MINIMIZE ALLERGIC REACTIONS**
- **WORKED CLOSELY WITH MANAGEMENT TO ESTABLISH TARGET ACCOUNTS AND REGIONAL SALES GOALS. INCREASED SOUTHWESTERN SALES VOLUME BY OVER \$5 MILLION**
- **ACHIEVEMENTS – 1994 AVCOR MANAGER OF THE YEAR (DESIGNATED BY TOTAL SALES VOLUME INCREASE), 1994 ALBAHEALTH MANAGER OF THE YEAR, 1993 AVCOR MANAGER OF THE YEAR, 1992 BAXTER HOSPITAL SUPPLY – WESTERN AREA SUPPLIER OF THE YEAR**

EDUCATION

UNIVERSITY OF ARIZONA – TUCSON, AZ – 2016

MASTER OF BUSINESS ADMINISTRATION

UNIVERSITY OF ARIZONA – TUCSON, AZ - 1990

B.S. IN BUSINESS ADMINISTRATION. MAJOR IN MARKETING

ADDITIONAL EDUCATION

CALIFORNIA REAL ESTATE LICENSE

UCLA EXTENSION CLASSES - ACCOUNTING, FINANCE

COMMUNITY

THE CHALLENGE FOUNDATION – ADVISORY BOARD MEMBER

ST. FRANCIS XAVIER SOCCER COACH

ST. VINCENT DE PAUL VOLUNTEER

REFERENCES AVAILABLE UPON REQUEST

Rickey M. Nelson

(b) (6)

Objective

To secure an administrative position that utilizes my office management abilities and interpersonal skills.

Key Strengths

I am a hard-working, multitasker with superior time management, communications, and organizational abilities. I bring a track record of success in constituent service, office and account management, and in performing all administrative duties. I am a high-energy, quick learner, a self-starter and a team player. I am reliable, a person of integrity, likable, and always loyal to the goals and missions of the office I serve. I am proud of the reputation I've earned with my superiors, my peers, those I have managed, and throughout the community I serve.

Political Affiliations

Department of Housing and Urban Development

Department of Housing and Urban Development - Special Assistant to Acting FHA Commissioner and General Deputy Assistant Secretary Dana Wade (October 2017- Present) - Project Manager for the weekly housing report. The weekly housing report analyzes a 1.3 trillion dollar portfolio that is reviewed by the FHA Commissioner (Assistant Secretary). Communicate with all Deputy Assistant Secretaries and their staffs to compile the housing report. Manage calendar for the Acting Commissioner and participate in weekly policy and program office meetings. Managed the Combined Federal Campaign for Housing and helped raise thousands of dollars for charity. Organize and deliver Congressional reports to the Capitol through the Chief Finance Office and appropriations Liaison Division. Coordinate Congressional Intergovernmental Relations for Housing, ensuring constituent cases are followed up on, and reporting appropriation reports to the CIR office.

U.S. Representative Curt Clawson

U.S. Representative Curt Clawson - Began as Caseworker and promoted to Deputy District Director (2014-2017) - Managed the Lee County district office, provided casework oversight and related communications, meet with constituents and represented Congressman Clawson at: local government meetings, community and club events, ribbon cuttings, ground breakings and other events in the district. Over the past 2 ½ years I have worked and successfully closed 303 cases on behalf of our constituents, interfacing with over a dozen different federal, state and local government agencies. Our district offices have cleared 2,200 Congressional contacts, compared to Congressman Connie Mack (690) and Congressman Trey Radel (250). Delivered public comments, as a representative of the Congressman, recognizing efforts and achievements of businesses, constituents, and volunteers. Assisted in coordinating federal grant efforts for local government projects. Worked with state representative staffs to resolve constituent hardships. Attended social and political events in the absence of the Congressman. Managed official Congressional Facebook page for our office. Attended District Director conferences in Washington.

Curt Clawson for Congress

Curt Clawson for Congress - Lee County Campaign Coordinator (2014) - Managed the ground game for each precinct of Lee County. Organized and managed employees to door knock, complete voter surveys, and promote the Congressman's campaign throughout the county. Helped organize rallies, phone banks, and the distribution of signs at all precincts in Lee County.

Paige Kreegel for Congress

Paige Kreegel for Congress - Campaign Staffer (2012) - Gathered hundreds of signed petitions. Knocked on thousands of doors and made hundreds of phone calls. Assisted Rep. Kreegle at numerous networking meetings and candidate forums.

Rick Scott for Governor

Rick Scott for Governor - Campaign worker (2010) - Worked in the Naples office. Helped organize rallies, made phone calls, placed signs at all the precincts in Cape Coral.

Chris Berardi for State Representative

Chris Berardi for State Representative - Campaign Manager (2012) - Managed call center, conducted door-to-door canvassing, attended candidate forums, organized “meet and greets,” and managed social media.

Florida Federated Young Republicans

Elected President of the SWFL (January 2012-2014) Young Republicans - In that time I grew attendance to over 150 per meeting and conducted five political forums (including a Congressional forum). Contacted each candidate and organized each forum. Prepared questions, set up venue, set up the sound equipment and posted banners for our sponsors. Also conducted and moderated each forum, coordinated fundraisers and attended Florida Federated Young Republican meetings statewide. I was also Regional Director of FFYR and on the FFYR Committee. In addition, hosted the FFYR annual conference in 2014 (first ever held in Southwest Florida) where I raised \$40,000.

Other Work Experience

Children’s Advocacy Center

Counselor (2008) - Taught life and relationship skills to children and adolescents. Having grown up in a poor environment myself, I could relate to the children and their needs to achieve their dreams. I mentored many children and helped them build their confidence, while teaching them that they can achieve anything they set their mind to. As a team, we would participate in community outreach activities such as organizing games for children and participating in charitable events. Our team would organize summer and after school youth programs and distribute food during food drives.

The Breeze Newspapers

Ad Designer (2008) - Designed advertisements for restaurants, personal businesses, corporations, and real estate offices. Created cover graphics for mini-books such as the Current, Reporter, and Chronicle. Interacted with sales department to ensure customer expectations were met and assisted with formatting advertisements prior to printing process.

Cape Coral Rehabilitation & Health Care Center

Business Office/Admissions/Medical Records (2012-2013) - Checked patients into the facility, responsible for patient admissions packet completion, checked patient medical prescriptions, scheduled patient room assignments, assisted with payroll processing, performed reception area duties, balanced patient personal spending accounts and checked patients in/out for medical appointments.

Radio Shack

Sales (2008-2012) - Customer service, assisting customers with their cell phone and technology needs, and selling all cellular phone carriers (AT&T, Verizon, Sprint and T-Mobile).

Computer Skills

- My computer expertise includes proficiency in IQ, Fireside, and all MS Office programs (Word, Excel, PowerPoint, Outlook, and Access).

Education

- (2000-2003) St. Cloud Technical College, St. Cloud, MN
- A.A.S., Advertising in Communications and Design Degree

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- (2003-2006) University of Wisconsin/Superior
- In college, I excelled in my studies ^{(b) (6)} GPA) and became an international scholar. I was honored to study in Scotland, Fall 2006.

(b) (6)

Work Experience**Legislative Assistant, Congressman Mike Bost (IL-12)—February 2015-Present**

- Manage the agriculture portfolio, including the Committee and Subcommittee assignments, outreach with vested stake holders, and all relevant issues relating to agriculture.
- Worked to shepherd H.R. 3714, the Small Agricultural Producer Size Standards Improvements Act through the Small Business Committee and to the House floor for passage.
- Established the Congressman's Ag Advisory Board consisting of local producers and association leaders and the Ag Commodity Transportation Group to have enhanced communications during flood periods between the Army Corps of Engineers and those that utilize the Mississippi River to ship commodities.
- Continually working to draft and introduce legislation that is pro-agriculture.
 - H.R. 831 the BALE Act to modernize USDA Operating, Ownership, and Conservation Loans
 - H.R. 5048 The Nutrient Management Technical Service Provider Certification Act
- Responsible for Financial Services, Environment, Natural Resources, Telecommunications, and FEMA
- Maintain relationships with outside groups in Washington, Illinois, and across the U.S.

Director of Health & Regulatory Affairs, American Horse Council—March 2013-February 2015

- Responsible for all health & regulatory issues dealing with the United States equine industry.
- Successfully lobbied Congress for the passage of H.R. 1528, the Veterinary Medicine Mobility Act which was signed into law in August 2014.
- Analyzed federal regulations and made suggestions through the formal comment process to federal agencies on their potential effect on the industry.
- Coordinated with other trade associations and coalitions to develop and promote regulations and legislation that would benefit animal agriculture.
- Responsible for outreach of the AHC equine welfare initiatives and the Equine Disease Communication Center.
- Represented the equine industry on the Board of Directors for the United States Animal Health Association.

Staff Assistant/Legislative Assistant, Congressman Tim Johnson (IL-15-Retired) Sep. 2011-Jan. 2015

- Maintained Congressman Johnson's personal correspondence with friends and constituents, scheduled dinner meetings and completed other various personally assigned tasks
- Implemented a structured intern program and oversaw 3-5 interns for the spring, summer, and fall terms.
- Managed the Agriculture Committee Portfolio as well as Immigration, Telecommunications, Education and Insurance issues.
- Prepared floor speeches and Congressional Record submissions and press releases.

EducationMasters of Agribusiness

Kansas State University, Manhattan, Kansas—Expected Graduation Spring 2019

Bachelor of Arts

Political Economy: Hillsdale College, Hillsdale, Michigan—Spring 2010 USDA-19-0062-A-000098

Robert MacGregor

(b) (6)

(b) (6)

EMPLOYMENT**Legislative Assistant/Legislative Director***Congressman Steve Pearce (NM-02)*

United States House of Representatives

January 2015-Present

- Oversee all policy matters for Member of Congress serving Southern New Mexico
- Train and manage a legislative staff of four on legislative initiatives and district relations
- Handle all Natural Resources Committee work as well as Agriculture, Indian Affairs, Energy, Budget, and Appropriations issues for the Congressman
- Draft legislation, meet with constituents and local businesses, and communicate with federal agencies, including the Department of the Interior, Department of Agriculture, and Department of Defense
- Direct constituent correspondence operations while maintaining prompt response time

Accomplishments

- Drafted and facilitated passage into law of the Fort Wingate Land Transfer involving two tribes
- Drafted legislation to streamline energy production on federal lands in New Mexico/Permian basin
- Drafted and facilitated passage of language to expedite aggressive forest management activities in New Mexico to facilitate wildfire prevention and suppression
- Drafted and facilitated passage of language to reauthorize the U.S. Forest Service's Collaborative Forest Landscape Restoration Program for five years to maintain forest management activities in New Mexico
- Drafted and facilitated passage of language to allow a rural community to purchase unwanted land from the U.S. Forest Service
- Drafted and facilitated inclusion of amendments to Interior Appropriations legislation to accomplish multiple district priorities, including preventing harmful ESA listings and blocking Obama Administration regulatory burdens to domestic energy development

Communications Director/Policy Director*Congressional Western Caucus*

United States House of Representatives

March 2014-December 2016

113th Congress: Chairman Steve Pearce (NM-02); 114th Congress: Chairman Cynthia Lummis (WY-At Large)

- Worked with Western Caucus Members and the Appropriations Committee to ensure passage of the Interior Appropriations Bill
- Drafted multiple, Member-signed letters and initiatives that supported important Western values, policy principles, and Administration requests issues
- Coordinated Western Caucus briefings to educate staff on relevant issues
- Drafted Caucus press releases and legislative updates, which reached 55 Member offices
- Raised Caucus' profile on social media accounts (ex. tripled Facebook followers and doubled Twitter followers in 6 months)

Intern*Office of Majority Whip Kevin McCarthy (CA-23)*

United States House of Representatives

Fall 2013

- Answered phones and logged constituent calls into office database
- Support floor office operations by creating and organizing statistics
- Drafted constituent response letters on relevant legislation on general topics

EDUCATION**Bowdoin College, 2013**

Brunswick, ME

- European History Major, Government and Legal Studies Minor
- Member of the Men's Varsity Ice Hockey Team and Varsity Football Team

RICHARD MAYFIELD**(b) (6)****EXECUTIVE MANAGER | INTER-GOVERNMENTAL RELATIONS | PUBLIC AFFAIRS***Extensive track record of delivering high-impact leadership within government, public, and private sectors*

Seasoned manager leveraging prolific career experience influencing governmental relations at local, state, and federal levels. Proven ability to direct operations of organizations of various sizes and interests while leading multidisciplinary teams and building sound partnerships between public and private sectors. Adeptly craft tactical action plans, policies, and procedures designed to yield desired short- to long-range objectives. Unmatched knowledge of public policy and administration. Consistently demonstrate exceptional professional judgment and decision making strengths as well as impeccable personal integrity.

CORE COMPETENCIES:

- Program Planning & Management
- Budget Control & Financial Oversight
- Cross-Agency Coordination & Collaboration
- Team Supervision, Training, & Leadership
- Press Platforms | Media Relations
- Crisis Management | Issue Resolution
- Regulatory & Procedural Compliance
- Stakeholder & Constituent Relations

PROFESSIONAL EXPERIENCE

ORANGE COUNTY GOVERNMENT, Middletown, NY

Director, Office of Community Development, 2/2013 – Present**Acting Director, 2011 - 2013**

Continued track of internal advancement within County government office to hold responsibility for administering federally-funded entitlement program. Direct staff of 10 while driving fulfillment of U.S. Department of Housing and Urban Development (HUD) program goals and local project priorities. Oversee preparation of and gain HUD approval for plans guiding strategic investment of funds. Manage multiple grant programs, including Community Development Block Grant and HOME Consortium. Bridge and strengthen partnerships among local government, nonprofit, and Continuum of Care Consortium groups. Manage relations with key stakeholders and general public. Act as federal certifying officer while assuring compliance with all HUD-mandated regulations as well as Davis Bacon and Contract Wage Hour Standard, Minority & Women-Owned Business (MWOB) requirements, and Section 3 provision of HUD Act of 1968.

Key Achievements:

- Effectively coordinated over \$67M in economic activity per each fiscal year; increased agency revenue by 15%.
- Negotiated renewal of operating consortium agreements adding new members; obtained HUD approval for annual and five-year plans.
- Boosted agency ranking from 19th in state to 6th, and achieved consistent national ranking of 66th out of 548 total project jurisdictions.
- Keenly kept pulse on issues impacting health of community at-large, including need for funding for quality affordable housing, neighborhood facilities, social services, and revitalization activities.

ORANGE COUNTY GOVERNMENT, Goshen, NY

Director of Operations, Orange County, 4/2010 – 2/2013

USDA-19-0062-A-000100

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Charged with overseeing daily operations of entire County government, maintaining best interests of 383K residents across 46 municipalities. Controlled and administered \$712M annual operating budget. Implemented policies dovetailing with County Executive and legislative directives. Directed activities of 2.5K unionized personnel supporting 32 County departments. Liaised among local, state, and federal officials to advance legislative priorities as well as inter-state projects affecting County and surrounding area. Assessed and approved hiring decisions. Executed all Freedom of Information Act (FOIA) requests. Act as dispute resolution officer, driving resolution of disputes between County and contracted vendors.

Key Achievements:

- Excelled in roles as Acting Commissioner of Information Technology and Veterans Affairs Office.
- Entrusted to manage responsibilities as Acting County Executive as needed in County's position of highest civilian authority.
- Provided insightful leadership while exercising control over management decisions of County-owned and operated nursing home; delivered guidance and advised on staffing determinations, admission policies, and reimbursement rate structures.
- Served as member of County Management / Union Contract Negotiation Committee.

ORANGE COUNTY GOVERNMENT, Goshen, NY

Press Secretary | Assistant to County Executive, 1/2007 – 4/2010

As Press Secretary, maintained responsibility for directing all County media operations. Authored official statements, press releases, special proclamations, speeches, and all major public addresses. Arranged press meetings and conferences; acted as County Spokesman while holding briefings for print, radio, and television outlets and handling interviews. Researched, crafted, and delivered testimony to oversight committees. Drafted correspondence for constituent and legislative audiences. Founded and fostered relationships with various traditional and new media outlets on local, regional, and national scales. Trained media response teams. Maintained emergency response communication plans and procedures, confirming alignment with Federal Emergency Management Agency (FEMA) standards.

As Assistant to County Executive, trafficked and advanced directives received from both legislative committees and full legislative body. Resolved multi-level concerns affecting government offices and officials. Supervised operations of 18 County departments, acting as conduit between department offices and County Executive.

Key Achievements:

- Successfully devised and launched influential and well-received mass communication platform to publicize County's initiatives related to multiple health programs, safe driving, Veteran's benefits / services, financial assistance programs, tax rebates, transportation, and medical services.
- Spearheaded project to create web page detailing all Emergency Management protocols to enhance information availability and improve public safety.
- Enriched public relations by initiating development of and maintaining County Facebook page.

NEW YORK STATE ASSEMBLY, Albany, NY

Director, Office of Intergovernmental Relations, 1/2003 – 1/2007

Coordinated activities of eight district offices affiliated with nine counties across New York's Hudson Valley Region. Provided direct leadership to team of four while indirectly managing 16 staff members. Provided insight in establishing legislative priorities impacting region. Acted as liaison with both local and federal government agencies and developed legislative advocacy coalitions. Coordinated press conferences, official field hearings, regional tours, and constituent outreach programs.

Key Achievements:

USDA-19-0062-A-000101

- Advanced legislative agenda by communicating technical information and jargon in easy to understand format.
- Showcased talent for engaging with leaders representing both small and large stakeholder groups and diverse interests and agendas.

U.S. HOUSE OF REPRESENTATIVES, Washington, DC & Middletown, NY

Congressional District Director, 11/2000 – 1/2003

Promoted to take on senior management role, overseeing all operational aspects of four-county congressional district. Defined policies issues, created and administered budget, maintained master schedule / calendar, and steered employee development. Drove consistent, thorough implementation of Congressman's directives. Represented Congressman at district events, providing both prepared and impromptu remarks on local to national issues. Acted as district representative while meeting with local, state, and federal leaders and decision makers in district and Capitol. Maintained awareness of district's legislative priorities and advocated for constituents. Organized interest groups on community level. Trained and mentored 10-person team.

Key Achievements:

- Advanced through earlier roles including **Congressional Director Grants & Projects** ('99 to '00), **Congressional District Office Manager** ('97 to '00), and **Congressional District Assistant / Caseworker** ('93 to '97).

ADDITIONAL EXPERIENCE

Accredited Reporter, STATEWIDE NEWS NETWORK, Middletown, NY

EDUCATION AND CREDENTIALS

BA, Political Science / Government Administration (*summa cum laude*) | ASHFORD UNIVERSITY, Clinton, IA

AA, History | ORANGE COUNTY COMMUNITY COLLEGE, Middletown, NY

Professional Development

New York Guard SPC/E4 Public Affairs Office Headquarters

NYSAC Pelletier Institute Certificate, CORNELL UNIVERSITY

Comptroller Accounting School, NEW YORK STATE

National Incident Command System Training, Series 100-800, FEMA

Crisis Emergency Risk Communication Certificate, CDC

Certified HUD System Administrator, HUD

CPR, AED BASIC FIRST AID, RED CROSS

Licensure

Notary Public, NEW YORK STATE

Affiliations

Board Member, United Way Dutchess/Orange ~ Board Member, MEALS ON WHEELS

Board Member, GILMAN INSTITUTE OF INTERNATIONAL EDUCATION ~ Trustee, HOFFMAN MASONIC LODGE

Elected Committeeman, TOWN OF NEWBURGH ~ Member, KIWANIS ~ Member, POLICE CHIEFS BENEVOLENT ASSOCIATION

Member, FRATERNAL ORDER OF POLICE JASON CONKLIN LODGE ~ Honorary Member, AIR FORCE ASSOCIATION

Honorary Member, VIETNAM VETERANS ASSOCIATION ~ Honorary Member, JEWISH WAR VETERANS

Former Member, TOWN ZONING BOARD OF APPEALS

SALLY Q. LINDSAY

(b) (6)

**POLITICAL AND
ADMINISTRATIVE EXPERIENCE**

FRIENDS OF DICK LUGAR, Washington, D.C.

1992-1994

Washington, D.C., fundraiser for re-election campaign

- Organized political-action committee fundraising events.
- Raised approximately \$550,000 during the two-year cycle.

THE OFFICE OF SENATOR RICHARD G. LUGAR, Washington, D.C.

1985-1992

Joined office as receptionist and held positions as assistant to chief of staff and office manager. Ended tenure as scheduler.

- Managed the senator's Washington, D.C., schedule, fielding and screening requests for his time. Coordinated his travel and D.C. briefing book.
- Compiled the senator's annual financial-disclosure reports.
- Coordinated with committee staff regarding constituent meetings when the senator had leadership positions on the Agriculture and Foreign Relations committees.
- Implemented \$1.3 million budget for Washington and Indiana offices. Handled reimbursement for travel for D.C. and Indiana staff.
- Served as the senator's liaison to applicants for administrative political appointments.

VOLUNTEER ACTIVITIES

(b) (6)

, Alexandria, Virginia

2015-present

(b) (6)

HERITAGE MISSION FOUNDATION, INC., Roanoke, Indiana

2004-present

Member, Board of Directors. The Foundation exists as a supporting entity for Heritage Mission School in Hometown, Indiana.

ALEXANDRIA TUTORING CONSORTIUM, Alexandria, Virginia

2010-2018

Tutor elementary-school children in reading.

(b) (6)

, Alexandria, Virginia

2010-2013

(b) (6)

EDUCATION

NORTHWESTERN UNIVERSITY, Evanston, Illinois

1984

Bachelor of Arts, English literature.

E-mail (b) (6)

Phone (b) (6)

Address (b) (6)

Education

University of Virginia (Charlottesville, VA)

Fall 2015 — Spring 2018

BS in Government, *with high honors*

Distinguished Majors Program Thesis: *Storm the Field or Shut the Blinds: The Impact of Anger and Anxiety Appeals in Political Advertisements on Voter Turnout*

GPA: (b) (6); Major GPA: (b) (6)

Relevant Courses:

Mass Media and American Politics, Russia in World Affairs, Media Policy and Law, Political Advertising, Political Research Methods, American Presidency, Politics of Developing Nations, Virginia Elections, Political Communication and Congress

Work Experience

U.S. Senator Tom Cotton (Washington, D.C.) May — June 2017; Dec 2017 — Jan 2018

Paid Intern

- Answered constituent calls, led tours, and assisted with legislative research and constituent correspondence, specifically on health care and labor policy
- Logged constituent information, phone calls, letters, and messages
- Acted as a liaison for the senator by greeting constituents in the front office

Rob Bell for Delegate (Charlottesville, VA)

Sept 2017 — Nov 2017

Paid Intern

- Canvassed for the successful reelection campaign of Virginia State Delegate Rob Bell
- Door-knocked and distributed literature in the 58th district of Virginia's House of Delegates

Avalon Yacht Club (Avalon, NJ)

Summer 2012 — Summer 2017

Director of Youth and Sailing Program

- Sailing Instructor, 2012-2016; Promoted to Director in 2017
- Taught intermediate to advanced sailing skills and organized competitive regattas

University of Virginia Center for Politics (Charlottesville, VA) Aug 2016 — Dec 2016

Intern

- Worked with Dr. Larry Sabato on the Global Perspectives on Democracy program
- Created databases for the Youth Leadership Initiative's National Mock Election

Bryce Reeves for State Senate (Charlottesville, VA)

Oct 2015 — Nov 2015

Paid Intern

Tyler S. Clarkson

(b) (6)

EXPERIENCE

Freshfields Bruckhaus Deringer, White Collar & Investigations Practice, Washington, DC
Associate, October 2013–Present (*Summer Associate*, Summer 2012)

- Represent Swiss financial institution in self-disclosure to DOJ re tax-related criminal conspiracy issue(s) – participate in internal investigation, namely witness interviews, factual development, and strategy re presentations to the DOJ as well as regular on-site work w/ client in Switzerland
 - Significant experience on inter-jurisdictional challenges, e.g. multiple data protection regimes
- Represent multiple Swiss banks, including Bank J. Safra Sarasin, in DOJ's Swiss Bank Program, as well as a Swiss bank under criminal investigation
- Participate in complex investigations – namely evidence analysis, legal strategy, productions, & communications w/ clients – re multinational entities in financial industry, energy, and manufacturing
 - These matters include bribery and corruption, securities and financial fraud, and/or international criminal exposure/risk
- Regularly draft filings in SEC receivership proceedings before U.S. District Court for the Southern District of New York; second-chaired depositions in same proceeding
- Advise clients on U.S. Foreign Corrupt Practices Act risk - predominantly ongoing counseling for firm w/ operations in at least 20 foreign jurisdictions

U.S. Senate Judiciary Committee, Office of Senator Cornyn, Washington, DC
Law Clerk, Summer 2011

- Researched and developed Senator's position for hearing on Google and perceived antitrust concerns; authored briefing memorandum for Senator
- Vetted potential Circuit Court of Appeals nominees' judicial records

American Center for Law and Justice, Washington, DC
Law Clerk, Summers 2009 & 2010

- Drafted confirmation hearing questions for then-Judge Sotomayor's SCOTUS nomination

U.S. Senate Steering Committee, (Senator Jim DeMint, Chairman), Washington, DC
Legislative Intern, Summers 2007 & 2008

U.S. Senate Republican Policy Committee, (Senator Jon Kyl, Chairman), Washington, DC
Legislative Intern, Summer 2006

ADMISSION & EDUCATION

Admitted to New York Bar
Sworn May 2014; Presently in Good Standing

University of Virginia School of Law, Charlottesville, VA
Juris Doctor, May 2013

- President, The Federalist Society
- Senior Editor, *Virginia Journal of International Law*

University of Virginia, Charlottesville, VA
Bachelor of Arts with Distinction, American Law: Practice, Development and Theory, May 2010

- Echols Scholar (Honors)
- Center for Politics Award for Civic Excellence
- Research Assistant, Professor Jim Ceaser, on *Epic Journey: The 2008 Elections...*

Georgetown Preparatory School, North Bethesda, MD, May 2006

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CAMPAIGN - TRANSITION INVOLVEMENT**Trump-Pence Presidential Transition Team: Voluntary Research Aide** - Washington, DC Dec. 2016

- Compiled list of Social Security, Income Security, Medicaid, and Housing policy staffers and experts for SSA team.

Donald J. Trump for President, Inc.: Voluntary Research Aide - Washington, DC Sept. 2016 - Nov. 2016

- Aided in preparation and drafting of policy memos on VA reform, including health, benefits, and service accessibility; and millennial policy priorities, including entitlement reform, debt solvency, and student loan repayment options.
- Conducted various fact-checking, reporting, and draft-editing projects in support of Policy Advisor, Matthew J. Flynn.

PROFESSIONAL EXPERIENCE**Doug Herbert's B.R.A.K.E.S** - Concord, NC (remotely from Washington, DC) Jan. 2018 - Present

- Voluntarily completing program and data analysis, donor research, grant writing proposals, and have given speeches for 501c(3) dedicated to training and education targeting the importance of safe and responsible driving practices.

House Committee on Natural Resources - Washington, DC Jan. 2015 - June 2017*Clerk, Subcommittee on Oversight and Investigations (Mar. 2015 - June 2017) ; Staff Assistant (Jan. 2015 - Mar. 2015)*

- Aided in preparation and drafting of Committee's *FY2017 Budget Views and Estimates*.
- Authored the Subcommittee's inaugural section of Committee's Activities Report for the 114th Congress.
- Staffed Committee oversight hearing on DOI's FY2017 budget request; aided in drafting hearing memo; crafted, edited, and dispersed Member questions; selected hearing questions for QFRs; and managed in-hearing operations.
- Logged documents, completed analytics, and provided research in support of the Subcommittee's analysis of over 100,000 pages of received EPA and DOI documentation in relation to the Gold King Mine Spill.
- Prepared a more detailed *Hearing Process Check-list* for Committee operations team and Subcommittee clerks.
- Crafted QFRs for Subcommittee oversight hearings on Ethics, Ivanpah SEGS, and BLM Draft Rule 2.0.

House Republican Study Committee - Washington, DC Sept. 2014 - Jan. 2015
Intern

- Gathered data and completed research analyzing CBO baseline projections and their evolution over time.
- Created master file of bills stuck in the Senate and from outgoing RSC Members. Briefed and tracked legislation.
- Completed research for policy and coalitions staff, wrote event briefing memos, and staffed RSC Member meetings.

Mercatus Center at George Mason University - Arlington, VA Mar. 2014 - Aug. 2014*Research Assistant (Aug.) ; Koch Internship Program (May - July) ; Intern, Budget and Operations (Mar. - May)*

- Contracted to research reforms to work-incentives programs in SSDI for Spending and Budget Initiative team.
- Processed reimbursements and honoraria, drafted research agreements, and managed publications tracking software.

House Committee on Ways and Means - Washington, DC May 2012 - Aug. 2012*Intern, Subcommittee on Social Security*

- Created briefing documents on current law, legislative history, and policy options on various aspects of Social Security.
- Researched disability program return options in support of the Subcommittee's hearing series on SSDI reform.

The Heritage Foundation - Washington, DC Jan. 2012 - May 2012*Intern, Center for International Trade and Economics*

- Conducted both qualitative and quantitative research for The Heritage Foundation's *2013 Index of Economic Freedom*.
- Completed research and data analysis for Heritage Backgrounder featured on MSNBC and discussed on House floor.

EDUCATION**Appalachian State University** - Boone, NC May 2013

(1) Bachelor of Arts: General Economics ; (2) Bachelor of Science: Political Science - Pre-Professional Legal Studies

- Research Assistant to Dr. Michael Potter; helped analyze effectiveness trends among self-funded regulatory agencies.
- *Program Experience:* E-Views7, SPSS, R, RStudio, AT-Task, Laserfiche; Office: Excel, Word, PowerPoint, Outlook.

The Heritage Foundation: Congressional Fellows Program - Washington, DC

Feb. 2016 - Sept. 2016

USDA-19-0062-A-000106

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REFERENCES

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Email:

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phone:

(b) (6)

EXPERIENCE:

- President and owner/operator of Beam Farms, Inc. A successful fourth generation crop farm consisting of 3500 acres of corn, soybeans, wheat and hay including a sawdust trucking business.

After returning home from college in 1980 I purchased a business that consisted of a list of customer names and a farm for rent including a sawdust trucking company. Going forward I purchased my parents' farm and continued to become totally involved with farming while also developing the sawdust business. I now have a fleet of trucks and trailers which I manage, hired additional employees to increase my business and started to increase my farming activities by leasing and renting farm land. I now have a competent staff of 18 employees consisting of farm workers, delivery and office personnel with sales upwards of \$3.5 million.

For my sawdust business, I have developed a dust free transfer system using custom fitted, air tight trailers to allow pickup at saw dust mills. This product is then sold through the farm to end users including dairy and poultry farms and the equine market.

Recently a portion of the farmland was dedicated to growing specialty crops, specifically Non GMO corn and hemp.

EDUCATION:

- Graduate, Hesston College, Hesston, KS; Associates Degree 1980

SKILLS AND ACTIVITIES:

- Ability to lead by example. I have either lead or served on the following boards.

NATIONAL:

- UNITED SOYBEAN BOARD 2008/2015

Served the maximum appointed nine year term. Experienced a national and world view. Active as a member of the Executive Committee, chaired action team meetings, managed staff and active in public speaking. Responsible for introducing a new decision making tool that is now being utilized by the board.

Traveled to 17 different countries promoting US Soybeans. Visited China several times to meet with purchasers of our soybeans where I gained a better understanding of their needs. I also traveled to South America several times and was also able to gain a better understanding of the potential they have to produce agricultural products and what that could mean to US farmers.

William L. Beam

Resume – Page 2

- UNITED STATES SOYBEAN EXPORT COUNCIL 2010/2011

Worked toward the promotion of sales of soybeans outside of US and to develop new markets worldwide. Spoke several times representing the farming community on the sustainability of US soybeans. This experience on the USSEC gave me both a national and world view of soybeans.

STATE:

- TEAM PENNSYLVANIA 2018

Ag Advisory Board. Serve on a state run agricultural advisory team that meets 2 or 3 times a year to discuss growth opportunities for PA agriculture.

- PA SOYBEAN BOARD 2002/PRESENT

Currently serve as chairperson. In the past, I have served as Vice Chairperson and Treasurer. I am most proud of the amount of quality research we have been able to fund along with new media outlets to communicate findings to farmers.

LOCAL:

- WEST NANTMEAL TOWNSHIP PLANNING COMMISSION 2000/2009

Chairperson and active board member. Resigned after my appointment to the United Soybean Board because of travel commitments.

- WEST NANTMEAL TOWNSHIP ZONING HEARING BOARD 1997/2000

Served on rural township board until I was asked to serve on Planning Commission. Great opportunity to serve.

PERSONAL:

- Stewardship minister. A volunteer position to oversee the budget and maintain the facility. CMC in addition to weekly worship services also housed many other missions like food bank, no cost counseling and lots of community events.
- Farmland Conservation. Committed to preservation of farm land by preserving the farmland that I own and, also, advising land owners who rent or lease their land to me for farming purposes to preserve their land as well.

5 YEARS OF SALARY HISTORY:

YEAR: 2017 ADJUSTED GROSS INCOME:

2016

2015

2014

2013

(b) (6)

W. MICHAEL SULLIVAN

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(H)

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W. Michael Sullivan is tenured Professor with over 40 years of extensive University, public and public service experience.

ACADEMIC EMPLOYMENT:

<u>Years</u>	<u>Employer/Institution</u>	<u>Unit</u>	<u>Role</u>
2000-present	University of Rhode Island	Department of Plant Sciences	Professor
1997-2001	University of Rhode Island	Department of Plant Sciences	<i>Chairman</i>
1986-2000	University of Rhode Island	Department of Plant Sciences	Associate Professor
1981-1986	University of Rhode Island	Department of Plant Sciences	Assistant Professor
1977-1981	University of Nebraska	Department of Agronomy	Assistant Instructor

COMMUNITY LEADERSHIP POSITIONS:

<u>Years</u>	<u>Institution</u>	<u>Unit</u>	<u>Role</u>
2005-2011	Rhode Island	Dept. Environmental Management	Director
2001-2013	Rocky Hill School	Board of Trustees	<i>President 2009-2013</i>
1993-1997	State of Rhode Island	State Senate	Finance Committee
1998-2006	Richmond, Rhode Island	Town Council Member	<i>President 2000-2006</i>
1988-1992	Richmond, Rhode Island	Town Council Member	Member

Director, Rhode Island Department of Environmental Management (RIDEM). RIDEM has over **1100 employees** and a budget of approximately **\$95M** in combined state and federal funding. The Director is in the Governor's Cabinet and has managerial responsibilities for all parks & recreation; marine & freshwater fisheries; hunting and a host of natural resource uses programs. RIDEM influences all land use development especially in the areas of waste water and drinking water; storm water planning and the associated public infrastructure. The organization and Director have significant roles with the private side in the permitting and monitoring of environmental compliance as the delegated authority for several federal government agencies including but not limited to US EPA; Department of Interior; US Coast Guard.

Richmond, Rhode Island is a community of approximately 7500 people in south central Rhode Island. The 33 employees in municipal service are under the direction of the Town Council. Its government provides municipal services directly to citizens and school services through a K-12 regional school district (CHARIHO). The FY2006 municipal budget was approximately **\$6M** and a school budget of **\$ 42M**.

The Rhode Island State Senate comprised 50 members with joint legislative authority with a 100 member House of Representatives. The FY2012 budget was **6.1B\$** with 13,000 employees. The Senate Finance Committee provides oversight and recommends State budget on an annual basis.

The Rocky Hill School (www.rockyhill.org) is an independent country day school with a current enrollment of approximately 300 students in a K-12 program. It has approximately 70 employees and an annual budget of approximately 9 million dollars.

Regional Greenhouse Gas Initiative, Inc. (www.RGGI.org) exclusive purpose in creation was to provide the administrative and technical support services for the participating States (originally 11) engaged in the nations first cap and trade carbon program. The focus was on stationary sources in the utility area and how market forces can be utilized to reduce carbon emissions and their adverse impacts. The State of Rhode Island has received in excess of \$15M dollars for programming purposes from the efforts.

PRIVATE ORGANIZATIONS:

1985-2013	Owner Operator	Little Rest Farms	West, Kingston RI
	Family owned and operated crop and beef farm.		
2013-present	Co-owner CEO	Rhode Island Bus Holding Co.	Narragansett RI
	OEM Transit manufacturing firm with operations in China and Rhode Island.		

MANAGEMENT AND FINANCIAL ACCOMPLISHMENTS:

Reduced municipal budget expenses and provided for local tax rate increases among the lowest in state

Reduced functional budget deficit of RHS in just three years from in excess of \$1M to \$0 in an annual operating budget in excess of \$9M

Successfully negotiated refinance of School debt that reduced risk and annual capital expenses by 30%

Successfully managed large government organization (1100 FTE) through five years of budget reductions without decrease in public services via collaborative agreements with private companies. Out sourcing of beach parking at large State Beaches increased revenue 35% while decreasing associated expenses \$250K.

Applied management techniques to reduce permitting time (35%) and increase customer satisfaction for a statewide agency

Integrated State and private sector land protection interests into function relationship that purchased development rights for in excess of 10,000 acres in 5 year period. The State share was reduced to \$0.22 per \$1.00 purchase price

Developed and funded the first Slater Center for Biotechnology at the University of Rhode Island and RI Economic Development Council. Successfully provided venture capital to multiple new ventures creating jobs and intellectual property income to University based entrepreneurs, University and state. Developed the first initiative leading to \$60M Statewide bond referendum and eventual construction of the Center for Biotechnology and Life Sciences

Increased ethnic and gender diversity in management positions at the Department of Environmental Management by 25%

Developed first full time police Department for the Town of Richmond Rhode Island and oversaw the construction of police department and senior citizen facilities. The Police Department expansion from 4 part time employees to 16 full time employees occurred over 12 years and was annually approved by town voters. Developed and negotiated the first 3 contracts with FOP union on behalf of the community. During my tenure we built the first full time Public Works Department for the community. These in-house developments reduced public service expenses by an average of 15%. I negotiated the first public union elimination in the State of Rhode Island when the Public Works employees voted to disaffiliate and directly work with Town Council President and Council demonstrating the ability to foster shared governance and collaborative planning.

EDUCATION:

<u>Year</u>	<u>Degree</u>	<u>Awarding Institution</u>	<u>Major Field</u>	<u>Minor Field</u>
1981	Ph.D.	University of Nebraska	Agronomy	Statistics
1978	M.S.	University of Vermont	Agronomy	Horticulture
1975	B.S.	University of Rhode Island	Plant & Soil Science	

<u>Year</u>	<u>Award</u>	<u>Awarding Agency/Institution</u>	<u>Nature of Award</u>
1981	Membership	Agronomy Club	Honorary Membership
1982	Service Award	Plant Science Club	Advisor Recognition
1983	Exceptional Salary	University of RI	Financial
1984	Merit Salary	University of RI	Financial
1984	Certificate	USDA/ASCS	Service Recognition
1986	Certificate	Assoc. Conserv. Districts	Service Recognition
1986	Certificate	Soil Conservation Society	Research Recognition
1986	Certificate	RI Conserv. Districts	Program Recognition
1986	Exceptional Salary	University of RI	Financial
1987	Merit Salary	University of RI	Financial
1988	Merit Salary	University of RI	Financial
1992	USDA Leadership	Dean's Nomination	Development Program
1997	Department Chair	Peer Recognition	Election
2005	Certificate	URI Athletic Program	Mentoring Recognition
2005	Extended Leave	President Univ. of Rhode Island	Leave to serve Governor's Cabinet
2009	Certificate	US EPA	RGGI, Inc CO2 pgm Recognition
2010	Certificate	US EPA	Urban Park Pgm Recognition
2010	Certificate	NE Env. Business Council	Green Design Initiatives Recognition
2011	Certificate	NE Waste Water Association	Lifetime Achievement and Art Piece
2011	Certificate	RI Salt Water Anglers Assoc.	Lifetime Membership

PROFESSIONAL ASSOCIATION MEMBERSHIPS:

American Society of Agronomy

Soil Science Society of America
 Crop Science Society of America
 Golf Course Superintendents Association of America
 Golf Course Superintendent's Association's of Rhode Island, New England and Cape Cod

PUBLICATIONS SUMMARY

2 Book Chapters
 21 Refereed-Journal Publications
 1 Crop Variety Release
 65+ Non-refereed Publications
 70+ Presented Papers
 75+ Invited Presentations
 250+ Extension Presentations
 30+ Technical Reports
 45+ Extension Publications

EXPERT WITNESS

Testified and recognized in State Courts in Rhode Island, Massachusetts, Vermont, Connecticut, New York

BOOK CHAPTERS

Gold, A.J., **W.M. Sullivan** and R.J. Hull. 1989. Waterborne Losses of Nitrogen from Turfgrasses: In: Integrated Pest Management of Turfgrass and Ornamentals. Anne Leslie Ed. US Environmental Protection Agency, Washington, D.C.

W.M. Sullivan. 2009. Protecting Water Rights in the Midst of Development: In: Navigating Government Water Rights Issues: Leading Experts on Improving Water Quality, Resolving Water Disputes, and Allocating Water Supplies for Users (Inside the Minds) Aspatare Books, Thomson Reuters Business, 25 Thomson Place, Boston, MA 02210

REFEREED JOURNALS

(most significant)

Anderson, G.D., J.J. Opaluch, and **W.M. Sullivan**. 1985. Nonpoint agricultural pollution: Pesticide contamination in groundwater supplies. *Journal of Agricultural Economics*. 67(5):1238-1243.

Morton, T.G., A.J. Gold and **W.M. Sullivan**. 1988. Influence of overwatering and fertilization on nitrogen losses from home lawns. *Journal of Environmental Quality*. 17:124 - 130.

Gold, A.J., T.G. Morton, **W. M. Sullivan** and J. McClory. 1988. Leaching of 2,4- D and Dicamba from home lawns. *Journal of Water, Air and Soil Pollution*. 37(1): 121 - 129.

Gold, A.J., W.R. DeRagon, **W.M. Sullivan** and J.L. Lemunyon. 1990. Nitrate - nitrogen losses to groundwater from rural and suburban land uses. *Journal of Soil and Water Conservation* 45:305-310.

Sullivan, W. M., Z. Jiang and R.J. Hull. 2000. Root Morphology and its relationship with Nitrate Uptake in Kentucky Bluegrass. Crop Sci. 40:765-772.

Jiang, Z., **W.M. Sullivan** and R.J. Hull. 2000. Nitrate uptake and nitrogen use efficiency in Kentucky bluegrass cultivars. HortScience: 35:1350-1354.

Jiang, Z., **W. M. Sullivan**, and R. J. Hull. 2000b. Variation in nitrate metabolism among nine Kentucky bluegrass (*Poa pratensis*) cultivars. Grassland Ecology 5: 77-87. Published by Grassland and Mountain Agriculture Research Institute, Mládežnícka 36, 974 21 Banská Bystrica, Slovakia.

Wang, Y., C. Basu, Z. Jiang, and **W. M. Sullivan**. 2000. Characterization of nitrate uptake by Kentucky bluegrass at the whole-plant and organ leaves. HortScience 35(5):829.

Jiang, Z., **W. M. Sullivan**, and R. J. Hull. 2001. Nitrate uptake and metabolism in Kentucky bluegrass as affected by nitrate levels. International Turfgrass Society Research Journal 9:303-310.

Wang, Y., B. Ruemmele, J. M. Chandlee, **W.M. Sullivan**, J. E. Knapp and A. P. Kausch. 2002. Embryogenic callus induction and plant regeneration media for bengrasses and annual bluegrass. In Vitro Cell. Dev. Biol. 38:160-167.

CROP VARIETY RELEASE:

Lehman, V., Skogley, C.R., Hurley, R. and **W. M. Sullivan**. 2014. Jamestown VI Fescue.

PUBLISHED PROCEEDINGS (most significant)

Basu, C., J. Chandlee, **W.M. Sullivan**, J. Bushoven, Y. Wang and A. Kausch. 2000. Optimizing the methods and parameters for gene transfer in turfgrass for trait enhancement. 3rd. International Crop Science Congress, Hamburg, Germany. P 240.

Jiang, Z., **W. M. Sullivan** and R. J. Hull. 2000. Variation in nitrate metabolism among nine Kentucky bluegrass (*Poa pratensis*) cultivars. Proc. Grassland Ecology V. Slovakia.

Sullivan, W.M. and Z. Jiang. 2001. Soil nitrate monitoring for turfgrass sod farms and other turf areas. In Optimizing Nitrogen Management in Food and Energy Production and Environmental Policy. Available online at TheScientificWorld.com.

(SELECTED EXAMPLES) RESEARCH/OUTREACH GRANT ACTIVITY

Year	Investigator(s)	Title	Agency	Funding
1988	W.M. Sullivan	Uniformity of irrigation application of pesticides and nutrients	USDA	\$5,000.

1988	P. Groffman and W.M. Sullivan	Microbial processes in vegetated filter strips	USDA	\$8,900.
1988	W.M. Sullivan and A.J. Gold	Offsite transport of soil, water and agrichemicals in silage corn conservation tillage systems	USDA	\$350,000.
1990	W.M. Sullivan	Evaluation of nutrient absorption dynamics and plant performance under filter strip conditions	USDA	\$245,000.
2011	W. M. Sullivan	Restoration of Saline and Sodic Soils in Caofeindian China	Sino Development Corp.	\$100,000.
2011	W. M. Sullivan	Educational Transfer Efforts for USDA Environmental Programs	USDA/NRCS	\$68,000.
2012	W.M. Sullivan	Soil losses in nursery sod and crops in Southeastern New England	USDA/DEM	\$ 45,000.
	SUMMARY TOTAL			\$ 4,805,625.

SERVICE TO THE UNIVERSITY, COLLEGE, DEPARTMENT, PROFESSION AND COMMUNITY

University of Rhode Island (recent)

President's Commission on Equity & Inclusion for People with Disabilities
 Administrative Evaluation Committee 2014
 URI Faculty Senate 2013-2017
 URI Faculty Senate Executive Committee 2014-present
 Joint Committee on Athletics 2014-2017
 Joint Classroom Steering Committee (Chair) 2014-2016
 Joint Committee on University Manual 2013-2014

Professional Association Service

C-5 Division Editor Crop Science Society of America 1988-2001
 Turfgrass Advisory Committee, Ann Arbor Press, Chelsea, MI, 1996 - 2001
 Associate Editor - Journal of Applied Agriculture, 1986 – 1991
 American Society of Agronomy Membership Committee 1984-1992
 American Society of Agronomy Public Relations and Professional Committee 1992-1994
 American Society of Agronomy Northeast Branch Awards Committee 1985-1987
 American Society of Agronomy Certified Crop Advisor Development Program Committee 1990
 USDA Agricultural Stabilization and Conservation Committee 1982-1993
 Rhode Island Agricultural Land Preservation Committee 1998-2011

Community

Richmond Conservation Commission, 1986 – 1989 **Chair 1987-1989.**
 Chariho Youth Soccer - Coach 1992-93
 Rhode Island State Conservation Committee, **Chair, 1993 - 1997.**
 Governor's Commission on the Environment, 1996 - 1997.
 Portuguese American Scholarship Foundation, Director, 1995 - 2002.
-Endowment Committee, Chair, 1998 - 2002.
 East Bay Economic Initiative, Steering Committee, 1995 -1997.

Community Health of Westerly, Westerly Hospital – Board of Corporators 1992 – 2002
 Rhode Island Scenic Roadways Board. 1992-2011
 Borders Farm Preservation, Inc. Director, (501-C3 Land Preserv./Ed. Program) 1998-2014

SIGNIFICANT INTERNATIONAL ACTIVITIES:

Agricultural Engineering 1984, Agricultural Engineering for the Future. 4/1-6/84. Silsoe, England, UK. Panel discussant of small farm needs in the US.

Agricultural Management. 1994, Nitrate in Agricultural Systems, Silsoe, England, UK. Panel discussant of US program and research needs.

Luzo-American Development Foundation. 1995. Lisbon, Portugal- Cultural Exchange Program. Lead to the development of the Portuguese American Scholarship Foundation.

Luzo-American Development Foundation. 1996. Lisbon, Portugal- Dean Margaret Leinen and Colleagues GSO/URI Scientific Exchange and 1996 Oceans II Conference. Developed proposal for the exchange of students and scientists between URI and Portuguese institutions.

International Horticultural Congress. 2003. Athens Greece. Training and Educational Programs for the International Olympics.

European Union Environmental Ministry Congress. 2007. Terceira Azores. New England and Eastern Canadian Provinces Development of a Regional Ocean Governance Program.

Peoples Republic of China and Sino-American Development Program. 2011-present, multiple trips (>25) to PRC, scientific exchange, lecture and hosting of Chinese students at URI and development of coursework and collaborative research in eastern China.

ANDREW DAVID FISHER

(b) (6)

EXPERIENCE**OFFICE OF CONGRESSWOMAN KRISTI NOEM**

Washington, DC

Legislative Assistant

March 2017 – Present

- Staffed the Congresswoman for in state events, including a visit by USDA Secretary Sonny Perdue
- Drafted memos for the Congresswoman to use during constituent meetings and speaking events
- Prepared binders for Ways and Means Committee hearings regarding trade, including authoring questions

OFFICE OF CONGRESSMAN SAM GRAVES***Legislative Assistant***

April 2016 – February 2017

- Managed the Congressman's legislative agenda on agriculture, energy, environment, trade, labor, judicial, government reform, postal, pro-life, Second Amendment, rivers and entitlements
- Drafted vote recommendations for legislation pertaining to issues within portfolio
- Corresponded with federal agency officials to resolve constituent issues
- Organized informational hearing regarding importance of river transportation to agriculture with industry leaders

Legislative Correspondent

July 2015 – March 2016

- Crafted letters to constituents in response to their policy concerns
- Authored 499's for mass distribution to constituents
- Carried out Staff Assistant duties including setting up tours, managing flag requests and organizing the office
- Oversaw the agricultural portfolio

Intern

June 2015 – July 2015

- Assisted in writing letters to constituents in response to their policy concerns
- Managed flag orders and organized tour requests

NATIONAL PORK PRODUCER COUNCIL

Washington, DC

Government Relations Intern

June 2014 – August 2014

- Created comparative reports for agriculture appropriations bills
- Formed summaries of EPA hearings that focused on issues pertaining to the pork industry
- Attended PCAST hearings and provided summarized analyses of these scientific discussions

MISSOURI PORK ASSOCIATION

Columbia, MO

Intern

January 2014 – May 2014

- Organized silent and live auctions at the annual Missouri Pork Expo that raised over \$26,000
- Updated and organized membership information in an electronic database
- Managed the informational booth at several promotional events

OFFICE OF CONGRESSMAN SAM GRAVES

Washington, DC

Intern

June 2013 – August 2013

- Provided informative reports on issues dealing with current legislation
- Recorded constituent information and worked proficiently with the Intranet Quorum System

OFFICE OF SPEAKER PRO TEM JASON SMITH

Jefferson City, MO

Intern

January 2013 – May 2013

- Documented amendments to proposed bills and created outlines for their possible effects
- Attended committee meetings, performed policy research and developed summaries

FISHER HOG FARM

Middletown, MO

Assistant Breeding Manager

October 2007 – January 2013

- Developed time management skills while performing feeding and breeding duties
- Utilized computer data entry to track hog births and fosters using the PigChamp System

EDUCATION**THE UNIVERSITY OF MISSOURI**

Columbia, MO

Bachelor of Science, Agricultural Economics with a Minor in Political Science

May 2015

Activities: Rocking Against Multiple Sclerosis Tri-Director, Vice Noble Ruler of Public Relations for Alpha Gamma Rho Fraternity, Alumni Association Student Board Committee Member

USDA-19-0062-A-000117

00114



United States Department of Agriculture

United States
Department of
Agriculture

Office of the Chief
Information Officer

1400 Independence
Avenue SW
Washington, DC
20250

April 29, 2019

Delivered via Electronic Mail

Austin R. Evers
American Oversight
1030 15th Street NW
Suite B255
Washington, DC 20005
foia@americanoversight.org

**Re: Second Interim Response for Freedom of Information Act (FOIA)
Request No. 2019-DA-01677-F**

Dear Mr. Evers:

This is a second interim response to the above-referenced FOIA request, for the following records:

1. Records sufficient to identify all employees who entered into a position at the agency as “political appointees” since the date the search was conducted for FOIA request number 2018-OCIO-01202-F (the “Relevant Date”)] and the title or position of each employee (to the extent that such individuals have held multiple titles or positions since the Relevant Date, identify each title or position). For purposes of this request, please consider any employee in a PAS position, a presidentially-appointed position, a non-career SES position, a Schedule C position, or any administratively-determined position to be a “political appointee.”
2. Records sufficient to identify all career employees who have been detailed into a leadership office or component front office since the Relevant Date (as that term is defined in request 1); the title or position of each employee while on detail; and each employee’s originating agency or component, and prior title (to the extent that such individuals have held multiple titles or positions since the Relevant Date, identify each title or position).
3. For each individual identified in response to requests 1 to 2:
 - a. The resume provided by the individual to the agency in connection with determining the appropriate salary for the individual, or, if that is not available, a recent resume contained within the agency’s records. We have no objection to the redaction of contact information (addresses, telephone numbers, e-mail addresses) for the employee or references, or to the redaction of past salary information. Employment, education, and professional association information is not exempt and we object to any redactions of such information.
 - b. Any conflicts or ethics waivers or authorizations for the

Austin R. Evers
2019-DA-01677-F

individual, including authorizations pursuant to 5 C.F.R. § 2635.502.

c. Records reflecting any recusal determination made or issued for the individual.

d. Copies of any SF-50 forms for the individual reflecting any change in position or title, including when the employee enters or leaves a position. We have no objection to the redaction of home addresses, telephone numbers, or social security numbers from the SF-50s.

4. For all employees who entered into a position at the agency as “political appointees” prior to the Relevant Date (as that term is defined in request 1)], and all career employees who have been detailed into a leadership office or component front office prior to the Relevant Date:

a. Any resume provided by the individual to the agency after the Relevant Date. As noted above, we have no objection to the redaction of contact information (addresses, telephone numbers, e-mail addresses) for the employee or references, or to the redaction of past salary information. Employment, education, and professional association information is not exempt and we object to any redactions of such information.

b. Any conflicts or ethics waivers or authorizations for the individual created after the Relevant Date, including authorizations pursuant to 5 C.F.R. § 2635.502.

c. Records reflecting any recusal determination made or issued for the individual after the Relevant Date.

d. Copies of any SF-50 forms for the individual reflecting any change in position or title, including when the employee enters or leaves a position, created after the Relevant Date. We have no objection to the redaction of home addresses, telephone numbers, or social security numbers from the SF-50s.

On April 4, 2019, a first interim response was provided to you with records responsive to items 1 and 3a, totaling one hundred and seventeen (117) pages.

Your request is being processed under the FOIA, 5 U.S.C. § 552.

A search for responsive records was conducted by the Office of Human Resource Management (OHRM). The OHRM facilitates the attainment of the Department’s strategic goals and program objectives by ensuring the recruitment and retention of a diverse, highly-skilled workforce that is aligned with program needs while promoting a competency-based and results-oriented performance culture at USDA. The Executive Resources Management Division (ERMD)

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supports the OHRM in managing human resource policies and programs for the Senior Executive Service, Senior Level and Scientific personnel, Senior Science and Technology Service personnel, excepted service positions, and political appointments for USDA. The OHRM-ERMD's search produced records responsive to items 2, 3d and 4d.

The record responsive to item 2 consists of a list of career employees who have been detailed into a leadership office or component front office since January 1, 2018. This record is being released in its entirety, with no FOIA exemptions applied. The records responsive to item 3d consist of copies of SF-50 forms for political appointees (i.e. PAS position, a presidentially-appointed position, a non-career SES position, and a Schedule C position), and for career employees who have been detailed into a leadership office or component front office as of January 1, 2018. The records responsive to item 4d consist of copies of SF-50 forms that reflect any change in position or title that were created after January 1, 2018, for political appointees and for career employees who have been detailed into a leadership office or component front office, who entered a position at USDA prior to such date.

A search was also conducted by the Office of Ethics (OE). The OE provides ethics advice, counseling, and education, as well as manages the financial disclosure report process. As a result of the OE's search, responsive records were identified for items 3b, 3c, and 4b. Records partially responsive to items 3b and 3c consist of conflicts or ethics waivers or authorizations and records reflecting any recusal determination made or issued for individuals identified in response to item 1. Records fully responsive to item 4b consist of conflicts or ethics waivers or authorizations created after January 1, 2018, for employees who entered into a position at the agency as political appointees or career employees who have been detailed into a leadership office or component front office prior to such date. These records are being released in their entirety, with no FOIA exemptions applied. As for item 4c, no responsive records exist.

The DFO continues processing the remainder of your request.

Following a review of the responsive records, DFO has determined that information contained in the records responsive to items 3d and 4d should be withheld pursuant to FOIA Exemption 6, U.S.C. § 552(b)(6). Below is an explanation of the information that has been withheld.

FOIA Exemption 6

FOIA Exemption 6 permits the government to withhold information regarding individuals in "personnel, medical and similar files" when the disclosure of such information would constitute a clearly unwarranted invasion of personal privacy and where such privacy interests outweigh any public interest which would be advanced by disclosure. For purposes of the FOIA, the public interest is advanced when disclosure of the requested information educates the public about the activities of the government.

Portions of the records produced as a result of OHRM-ERMD's search efforts were withheld under FOIA Exemption 6. These items include social security numbers, dates of birth, information relating to retirement plans and veteran's preference. All these items fall under the category of "similar files" because it applies to a particular individual. Release of social security numbers and dates of birth could subject individuals to unwarranted or unsolicited

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communications. The other items withheld are purely personal in nature and in this instance not pertinent to the employee's duties.

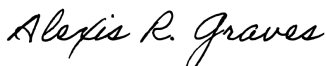
Since there is a viable privacy interest in this information and no outweighing public interest to be advanced by disclosure, FOIA Exemption 6 authorizes the DFO to withhold these items from release.

The DFO continues to process the remaining items of your FOIA request, and will issue a final response. The final response letter will advise you of your right to appeal the DFO's final determinations.

If you have any questions regarding the processing of this request, please contact Ms. Camille Aponte at (202) 694-5260, or electronically at Camille.Aponte@ocio.usda.gov or USDAFOIA@ocio.usda.gov. For additional information regarding USDA FOIA regulations and processes, please refer to the information available online at www.dm.usda.gov/foia.

The DFO Team appreciates the opportunity to assist you with this matter.

Sincerely,



Alexis R. Graves
Departmental FOIA Officer
Office of the Chief Information Officer

Enclosures: Item 2 Record (1 page)
 Item 3b Records (6 pages)
 Item 3c Records (6 pages)
 Item 3d Records (In re Item 1) (52 pages)
 Item 3d Records (In re Item 2) (4 pages)
 Item 4b Records (15 pages)
 Item 4d Records (29 pages)

Name	Title	Agency	Home Agency
Leslie Barrack	Deputy Director, OBPA	DA/Office of Budge & Program Analysis	Rural Development
Kevin Norton	Assoicate Chief, NRCS	Natural Resources Conservation Service	Natural Resources Conservation Service
Virginia Murphy	Deputy Director, Office of Procurement & Property Management	DA/Office of Procurement & Property Management	Animal and & Plan Health Inspection Services

MEMORANDUM

TO: STEPHEN ALEXANDER VADEN
 PRINCIPAL DEPUTY GENERAL COUNSEL
 OFFICE OF THE GENERAL COUNSEL
 U.S. DEPARTMENT OF AGRICULTURE

STUART BENDER
 DESIGNATED AGENCY ETHICS OFFICIAL AND
 DIRECTOR, USDA OFFICE OF ETHICS

FROM: DONALD F. MCGAHN II
 COUNSEL TO THE PRESIDENT
 THE WHITE HOUSE

DATE: July 13, 2018

SUBJECT: Limited Waiver of Paragraph 7 of the Ethics Pledge

Official: Kenneth Barbic
 Assistant Secretary for Congressional Relations
 United States Department of Agriculture

After reviewing the U.S. Department of Agriculture's limited waiver request memorandum, I hereby waive the requirements of paragraph 7 of the Ethics Pledge for Mr. Kenneth Barbic to allow him to advise the Secretary of Agriculture, the Deputy Secretary, and other senior Departmental officials with respect to the North American Free Trade Agreement (NAFTA) renegotiation, the H2A agricultural worker visa program, and immigration legislation. I have determined that it is in the public interest to grant this limited waiver because of Mr. Barbic's expertise and understanding of the interests of the nation's farmers and producers. Mr. Barbic's extensive understanding of the needs of farming communities makes him uniquely qualified to assist the Secretary of Agriculture, the Deputy Secretary, USDA's senior leadership team, and Congress on the NAFTA renegotiation, the H2A visa program, and immigration legislation.

In light of the importance of the promoting trade and ensuring a legal agricultural workforce, a limited waiver of the provisions of paragraph 7 of the Ethics Pledge (contained in Section 3 of Executive Order 13770) is justified. Accordingly, I authorize Mr. Barbic to participate personally and substantially in matters regarding the NAFTA renegotiation, the H2A agricultural worker visa program, and immigration legislation. I understand that Mr. Barbic will otherwise comply with the remainder of the requirements imposed by the President's Ethics Pledge and with all preexisting government ethics rules.



 Donald F. McGahn II
 Counsel to the President

Dated: 13 July 2018

DATE: August 15, 2018

TO: Josue Rivera
State Director, Puerto Rico
Rural Development
United States Department of Agriculture

THROUGH: Lori Urban
Senior Advisor
Rural Development
United States Department of Agriculture

FROM: Stuart Bender
Designated Agency Ethics Official and
Director
Office of Ethics
United States Department of Agriculture

SUBJECT: Limited Authorization for Matters with the Commonwealth of Puerto Rico
Pursuant to 5 C.F.R. § 2635.502(d)

Introduction:

This memo is in response to your request for a formal authorization to participate in specific matters involving your most recent previous employer, the Commonwealth of Puerto Rico (Puerto Rico), pursuant to the Standards of Ethical Conduct at 5 C.F.R. Section 2635.502(d). Since you are a political appointee, you are subject to both the Standards of Ethical Conduct (5 CFR Part 2635) as well as President Trump's Executive Order No. 13770 which requires Administration appointees to sign and adhere to his Ethics Pledge. The Ethics Pledge at E.O. 13770 Section 2(j) defines a former employer as:

“any person for whom the appointee has within the 2 years prior to the date of his or her appointment served as an employee, officer, director, trustee, or general partner, except that ‘former employer’ does not include any executive agency or other entity of the Federal Government, State or local government, the District of Columbia, Native American tribe, or any United States territory or possession.”

(Underlining added).

As noted above, the Ethics Pledge's restrictions do not apply when an appointee's former employer is an “entity of the Federal Government, State, or local government” This is a common sense exclusion of State Government from the

definition of a “former employer,” since the Federal government has a strong interest in working collaboratively with State Governments to benefit the public.

While Puerto Rico is not considered a former employer for purposes of the Ethics Pledge, it is considered a former employer for purposes of the Standards of Ethical Conduct’s impartiality regulations, which impose a one year cooling off period for all former employers at 5 C.F.R Section 2635.502(b)(1)(iv), unless an Ethics Official issues a written authorization, in accordance with OGE regulations (at 5 C.F.R. Section 2635.502(d)), which permits you to work collaboratively with your former State Government employer. For the reasons detailed below, this authorization permits you to work in your USDA position with Puerto Rico.

Background facts:

From January of 2017 to April of 2018, you were employed as a Policy Advisor for the Puerto Rico Federal Affairs Administration (PRFAA) of the Commonwealth of Puerto Rico. In that role, you:

- Managed a portfolio of public policy issues; formulated PRFAA’s policy positions and proposals for that portfolio in consultation with the Director of Government Affairs.
- Worked with local agencies of the Government of Puerto Rico to assist them in identifying, managing and resolving federal policy issues.
- Analyzed issues in portfolio and propose policy strategies and solutions; track relevant federal legislation, regulation and funding vehicles; identify and act on strategic opportunities to promote PRFAA’s policy agenda; negotiate consensus recommendations; and, prepare issue briefs, summaries, and other materials to guide development and promotion of PRFAA’s policy agenda for assigned portfolio.
- Cultivated relationships with Congressional staff and Members as well as Administration officials; organized and facilitated meetings; prepared letters, talking points, handouts, and coordinated minor grassroots advocacy efforts.
- Assisted Puerto Rico Government officials with visits to Washington, D.C. and assisted federal officials with visits to Puerto Rico.

You were appointed the State Director for USDA Rural Development (RD) in Puerto Rico on April 19, 2018, and thus you have a one year cooling off period that runs until April 19, 2019. Your current situation involves three main areas of concern:

- Current members of the Puerto Rico are often included in events for external stakeholders that you now attend in your official RD capacity as State Director. While you are permitted to attend events that are about general policy and involve a multiplicity of stakeholders, you are not permitted to then have discussions with the Puerto Rico members about specific projects involving their agency and RD program participants. Thus there have been repeated lost opportunities to facilitate coordination and communication between RD and the state and local government entities.

- Multiple public private partnership opportunities involving PR business entities require RD leadership in the state to encourage communications with state and local government officials. State Directors under this Administration, especially, are being encouraged to broker partnerships between all levels of government and private industry. Your ability to convene external stakeholders on specific projects involving specific rural counties is considerably restricted if you are not allowed to participate in matters where Puerto Rico may also be involved as a co-funder.
- RD has ongoing projects with Puerto Rico where your role as State Director involves coordinating meetings with all involved parties to ensure the projects are successfully completed.
- There is a much greater need for increased cooperation between the government of Puerto Rico and RD in light of recent, devastating natural disasters affecting the entire island.

Ethics Analysis: There is a six factor test to determine if a limited authorization is justified. Your situation meets all six factors.

An authorization to participate despite having a covered relationship is appropriate only when the interest of the Government in the employee's participation outweighs the concern that a reasonable person may question the integrity of the agency's programs and operations. The Office of Ethics makes this determination in writing by weighing six factors, as outlined by the regulations:

- (1) The nature of the relationship involved;
- (2) The effect that resolution of the matter would have upon the financial interests of the person involved in the relationship;
- (3) The nature and importance of the employee's role in the matter, including the extent to which the employee is called upon to exercise discretion in the matter;
- (4) The sensitivity of the matter;
- (5) The difficulty of reassigning the matter to another employee; and
- (6) Adjustments that may be made in the employee's duties that would reduce or eliminate the likelihood that a reasonable person would question the employee's impartiality.

Nature of your relationship with Puerto Rico: You have confirmed that you do not have any ongoing financial ties with Puerto Rico. Thus, you do not have a financial conflict of interest under 18 USC 208(a)(1). Your employment with Puerto Rico was less than two years total, paid at a level of \$77,000 per year, and you were not a supervisor on record. The potential appearance risks to the USDA are less in your situation than in one where the former employment relationship was much longer and with more formal supervisory responsibilities.

Effect of RD matters upon the financial interests of Puerto Rico: In your role as SD PR, you do not have final approval authority for the various programs that Puerto Rico may participate in. Though you may play some role in developing the relationships necessary to create opportunities for RD to fund projects in rural PR, the fact that the final funding determination is made in conjunction with local RD offices and the HQ office means that the actions you directly take will have a more minor impact on the financial interests of Puerto Rico.

The Role of the State Director and the sensitivity of the matters (factors three and four): Your role as RD State Director in the USDA's ongoing coordination with Puerto Rico is a critical one but not particularly "sensitive" as characterized by these regulations. You will not be heading up confidential investigations or audits of Puerto Rico's compliance with RD programs. Your role as State Director is largely to facilitate communications between all relevant parties and to lead Puerto Rico's efforts in engaging external stakeholders, both in private industries and on all levels of state and local government. You've explained that Puerto Rico's current initiatives are highly relevant to the Secretary's near-term goals for USDA, such as: increasing rural broadband, ensuring adequate housing for farm workers, and supporting redevelopment efforts for small towns in rural communities.

Difficulty of reassignment of all matters involving Puerto Rico: It would be unnecessarily burdensome to USDA RD to reassign all communications about the many current and potential specific projects involving both RD and Puerto Rico. Your role as the State Director is one with a high level of public visibility. It is not possible to simply assign a neighboring state's Director to the many matters in PR that involve Puerto Rico. It is also not possible to send a senior official from headquarters in DC to replace you in projects where Puerto Rico is also involved. Finally, your deputy administrator for PR is not a viable replacement for you either. It would not make business sense to try to send your Deputy to all events where the Director of Puerto Rico is also attending in order to facilitate communications about specific projects between the federal and state government agencies in Puerto Rico, especially when you would already be attending as RD's State Director.

Adjustments to your duties to ensure public trust: Your direct participation in all aspects of your duties with RD is key to the success of many economic development projects in PR while the risk of a public perception problem due to your prior employment relationship with Puerto Rico is minimal. Moreover, as described above, reassignment of your duties related to the state in which you serve is impractical. Given the low risk that a reasonable person would question your participation in matters affecting Puerto Rico, adjustments to your official duties are unnecessary.

Conclusion

The Office of Ethics has determined that your participation in the government matters where Puerto Rico is also involved as a stakeholder will not impose a significant appearance risk. A member of the general public with knowledge of all the relevant factors would not reasonably question your or RD's ability to be impartial in the administration of RD programs. Although you have not participated in any matters involving Puerto Rico as a State Director for Puerto Rico's Rural Development Office thus far, your Puerto Rico-specific expertise in rural

investment and economic development programs means that your future participation will be of substantial benefit for the Department and to implementing the Secretary's agenda throughout the Commonwealth of Puerto Rico. Please feel free to communicate with former colleagues at Puerto Rico in your official role as RD State Director, effective immediately.

If you have any questions, please do not hesitate to contact me at Stuart.Bender@oe.usda.gov or the USDA Office of Ethics at daeo.ethics@oe.usda.gov.

Sincerely,



Stuart Bender
Designated Agency Ethics Official & Director
Office of Ethics
United States Department of Agriculture

MEMORANDUM FROM KENNETH S. BARBIC
ASSISTANT SECRETARY FOR CONGRESSIONAL RELATIONS

TO: Office of Congressional Relations Staff

DATE: May 7, 2018

SUBJECT: Notice of Ethics Recusals

On January 19, 2018, as part of my confirmation process, I signed an ethics agreement letter (Letter) outlining the steps that I would take in order to avoid conflicts of interest. Accordingly, this memorandum sets forth specific matters from which I shall be recused.

The following recusals shall remain in effect for a period of one year from the date on which my association with the following persons or entities terminated:

On May 3, 2018, I resigned from my position with Western Growers Association. For one year after my resignation, I will not participate personally and substantially in any particular matter involving specific parties in which Western Growers Association is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d). Accordingly, pursuant to 5 C.F.R. § 2635.502(a), until May 7, 2019, I am recused from personally and substantially participating in any particular matters involving specific parties in which Western Growers Association either is a party or represents a party unless first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d). I understand that President Trump's Executive Order and Ethics Pledge has extended this time period for an additional year. This means that until **May 7, 2020**, I am recused from personally and substantially participating in any particular matters involving specific parties in which Western Growers Association either is a party or represents a party unless first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d).

Accordingly, I am instructing you to be alert to any issues involving my former employer, Western Growers Association, that may arise within your official responsibilities and to make sure that these matters do not come before me for decision, approval, disapproval, recommendation, rendering of advice, investigation, or other official action, unless in accordance with the previous paragraph. You will continue to fulfill the full scope of your official duties. If a matter involving Western Growers Association ordinarily would require my official action (as previously described in this paragraph), you will refer it to my Chief of Staff, Mr. Joby Young.

To further assist you, my Ethics Agreement is attached. To the extent that any language in this memorandum is construed as inconsistent with my Ethics Agreement, the Ethics Agreement is controlling and is not modified by this memorandum.

Additionally, I have been provided with a comprehensive briefing on the Ethics rules by Stuart Bender, USDA's Designated Agency Ethics Official and I will contact him if I have questions about my recusals and the application of the Ethics rules to matters that arise during my appointment as Assistant Secretary for Congressional Relations. Similarly, I encourage you to contact Mr. Bender if you have any questions about your role in the implementation of this screening arrangement.

Thank you for your attention to these important matters.

Sincerely,



Kenneth S. Barbic

Attachment: Ethics Agreement Letter, dated January 19, 2018

cc: Heidi Green, Chief of Staff to the Secretary of Agriculture
Joby Young, Chief of Staff to the Deputy Secretary
Stuart Bender, Designated Agency Ethics Official and Director, Office of Ethics

MEMORANDUM FROM JAMES E. HUBBARD
UNDER SECRETARY FOR NATURAL RESOURCES AND ENVIRONMENT

TO: Office of the Under Secretary Staff

DATE: September 4, 2018


SUBJECT: Notice of Ethics Recusals

On April 11, 2018, as part of my confirmation process, I signed an ethics agreement letter (Letter) outlining the steps that I would take in order to avoid conflicts of interest.

As required by 18 U.S.C. § 208(a), I will not participate personally and substantially in any particular matter in which I know that I have a financial interest directly and predictably affected by the matter, or in which I know that a person whose interests are imputed to me has a financial interest directly and predictably affected by the matter, unless I first obtain a written waiver, pursuant to 18 U.S.C. § 208(b)(1), or qualify for a regulatory exemption, pursuant to 18 U.S.C. § 208(b)(2). I understand that the interests of the following persons are imputed to me: any spouse or minor child of mine; any general partner of a partnership in which I am a limited or general partner; any organization in which I serve as officer, director, trustee, general partner or employee; and any person or organization with which I am negotiating or have an arrangement concerning prospective employment.

I will meet in person with Stuart Bender, USDA's Designated Agency Ethics Official and Director of the USDA Office of Ethics, during the first week of my service in the position of Under Secretary for Natural Resources and Environment in order to complete the initial ethics briefing required under 5 C.F.R. § 2638.305. If you have any questions regarding the attached ethics agreement letter or the scope of the ethical obligations contained therein, I am instructing you to please reach out to Mr. Bender directly for additional guidance.

Sincerely,



James E. Hubbard

Attachment

cc: Office of Ethics

MEMORANDUM FROM WILLIAM H. NORTHEY
 UNDER SECRETARY FOR FARM AND FOREIGN AGRICULTURAL SERVICES
 U.S. DEPARTMENT OF AGRICULTURE

TO: Office of the Under Secretary for Farm and Foreign Agricultural Services
 Staff

DATE: March 7, 2018

SUBJECT: Notice of Ethics Recusals

On September 6, 2017, as part of my confirmation process, I signed an ethics agreement letter (Letter) outlining the steps that I would take in order to avoid conflicts of interest. Accordingly, this memorandum sets forth specific matters from which I shall be recused.

The following recusals shall remain in effect either for the duration of my tenure as Under Secretary for Under Secretary for Farm and Foreign Agricultural Services, or until I no longer possess the following financial and business interests, whichever comes first:

I am the sole owner and proprietor of WM Northey Farms which is operated as a sole proprietorship. WM Northey Farms participates in the USDA Agriculture Loss Coverage-County Program and receives annual payments through this USDA program. During my tenure as Under Secretary, my brother in law will continue the operation of the farm and I will maintain a fixed cash lease on the farm. I will continue to have a financial interest in this entity, but I will not provide services material to the production of income. Instead, I will receive only passive investment income from it. I will not participate personally and substantially in any particular matter that to my knowledge has a direct and predictable effect on the financial interests of the WM Northey Farms or any payments received by this entity from USDA programs unless I first obtain a written waiver pursuant to 18 U.S.C. § 208(b)(1).

I own a passive investment interest in Northey Acres – a family farm land ownership corporation with property in Dickinson County, Iowa. Northey Acres participates in the USDA Conservation Reserve Program and receives annual payments through this USDA program. I do not hold a position with this entity. I will continue to have a financial interest in this entity, but I will not provide services material to the production of income. Instead, I will receive only passive investment income from it. This program is administered by USDA through the Commodity Credit Corporation in which I will serve as an officer and member of the Board. I will not participate personally and substantially in any particular matter that to my knowledge has a direct and predictable effect on the financial interests of Northey Acres or any payments received by this entity from USDA programs unless I first obtain a written waiver pursuant to 18 U.S.C. § 208(b)(1). Additionally, in the event of a disaster in Dickinson County, Iowa, I will not participate

in any way in a decision as to whether to designate Dickinson County as entitled to disaster relief.

The following recusals shall remain in effect for a period of one year from the date on which my association with the following persons or entities terminated:

On the date of my appointment as Under Secretary for Farm and Foreign Agricultural Services, I resigned from my position as with the State of Iowa Department of Agriculture. For one year after my resignation, I will not participate personally and substantially in any particular matter involving specific parties in which the Iowa Department of Agriculture is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d). Accordingly, pursuant to 5 C.F.R. § 2635.502(a), until March 5, 2019, I am recused from personally and substantially participating in any particular matters involving specific parties in which the Iowa Department of Agriculture either is a party or represents a party unless first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d). I understand that President Trump's Executive Order and Ethics Pledge has extended this time period for an additional year. This means that until March 5, 2020, I am recused from personally and substantially participating in any particular matters involving specific parties in which the Iowa Department of Agriculture either is a party or represents a party unless first authorized to participate, pursuant to 5 C.F.R. § 2635.502(d).

Divestiture:

I have pledged to divest my holdings in Green Plains, Inc., within 90 days of my appointment to the position of Under Secretary for Farm and Foreign Agricultural Services. Until this divestiture has been completed, I have pledged not to participate personally and substantially in any particular matter that will have a direct and predictable effect on the financial interests of this entity, unless I first obtain a written waiver or qualify for a regulatory exemption.

Accordingly, I am instructing you to be alert to any issues involving any of the aforementioned entities that may arise within your official responsibilities and to make sure that these matters do not come before me for decision, approval, disapproval, recommendation, rendering of advice, investigation, or other official action, unless in accordance with the previous paragraphs. You will continue to fulfill the full scope of your official duties. If a matter involving any of these entities ordinarily would require my official action (as previously described in this paragraph), you will refer it to my Chief of Staff, Jamie Clover Adams.

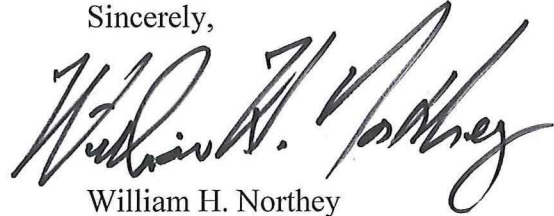
To further assist you, my Ethics Agreement is attached. To the extent that any language in this memorandum is construed as inconsistent with my Ethics Agreement, the Ethics Agreement is controlling and is not modified by this memorandum.

Additionally, I have been provided with a comprehensive briefing on the Ethics rules by Stuart Bender, USDA's Designated Agency Ethics Official and I will contact him if I

have questions about my recusals and the application of the Ethics rules to matters that arise during my appointment as Under Secretary for Farm and Foreign Agricultural Services. Similarly, I encourage you to contact Mr. Bender if you have any questions about your role in the implementation of this screening arrangement.

Thank you for your attention to these important matters.

Sincerely,



William H. Northey

Attachment: Ethics Agreement Letter, dated September 6, 2017

cc: L. Christopher Young, Deputy Chief of Staff to the Secretary of Agriculture
Stuart Bender, Designated Agency Ethics Official and Director, USDA Office of Ethics

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) FISHER, ANDREW DAVID					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 06/04/18					
FIRST ACTION					SECOND ACTION									
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action							
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority							
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority							
7. FROM: Position Title and Number					15. TO: Position Title and Number STAFF ASSISTANT 91006508 375558									
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis	16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 09	19. Step or Rate 01	20. Total Salary/Award 56,233.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 43,857.00		20B. Locality Adj. 12,376.00		20C. Adj. Basic Pay 56,233.00		20D. Other Pay .00
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE UNDER SEC FARM PROD & CONSERV AG 010107000000000000 PP 11 2018									
EMPLOYEE DATA														
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)				
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE						
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA														
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC										
40. Agency Data		41.		42.		43.		44.						
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTE CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. PAY SET USING THE SUPERIOR QUALIFICATIONS AND SPECIAL NEEDS PAY-SETTING AUTHORITY UNDER 5 CFR 531.212.														
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE							50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES							
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 06/06/18		USDA-19-0062-B-000014								

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) LINARDOS, ANTHONY CHARLES					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 02/04/18					
FIRST ACTION					SECOND ACTION									
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action							
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority							
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority							
7. FROM: Position Title and Number					15. TO: Position Title and Number STATE DIR 00VT1820 VT1820									
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis	16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 15	19. Step or Rate 07	20. Total Salary/Award 145,536.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 126,147.00		20B. Locality Adj. 19,389.00		20C. Adj. Basic Pay 145,536.00		20D. Other Pay .00
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization RURAL DEVELOPMENT OFFICE OF THE VT/NH STATE DIR AG 075050000000000000 PP 04 2018									
EMPLOYEE DATA														
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)				
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 7 SUPERIOR QUALIFICATION						
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period						
POSITION DATA														
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888					
38. Duty Station Code 50-0380-023				39. Duty Station (City - County - State or Overseas Location) MONTPELIER WASHINGTON VT										
40. Agency Data		41.		42.		43.		44.						
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 02/05/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.														
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE							50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: EDNA PRIMROSE DEPUTY ADMINISTRATOR FOR O&M USDA-19-0062-B-000015							
47. Agency Code AG 07		48. Personnel Office ID 4916		49. Approval Date 03/05/18										

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) OSTERLIND, ANNA ELIZABETH					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 10/14/18														
FIRST ACTION					SECOND ACTION																		
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action																
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority																
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority																
7. FROM: Position Title and Number					15. TO: Position Title and Number POLICY & CONGRESSIONAL ADVISOR 91026039 380972																		
8. Pay Plan		9. Occ. Code		10. Grade or Level		11. Step or Rate		12. Total Salary		13. Pay Basis		16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 14		19. Step or Rate 02		20. Total Salary/Award 118,410.00		21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 92,349.00		20B. Locality Adj. 26,061.00		20C. Adj. Basic Pay 118,410.00		20D. Other Pay .00									
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS AG 010104000000000000 PP 21 2018																		
EMPLOYEE DATA																							
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite					25. Agency Use			26. Veterans Preference for RIF (b) (6)										
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 0 NOT APPLICABLE													
30. Retirement Plan (b) (6)					31. Service Comp. Date (Leave) (b) (6)					32. Work Schedule F FULL TIME					33. Part-Time Hours Per Biweekly Pay Period								
POSITION DATA																							
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved					35. FLSA Category E E - Exempt N - Nonexempt					36. Appropriation Code					37. Bargaining Unit Status 8888								
38. Duty Station Code 11-0010-001					39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC																		
40. Agency Data		41.		42.		43.		44.															
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 10/15/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. PAY SET USING THE SUPERIOR QUALIFICATIONS AND SPECIAL NEEDS PAY-SETTING AUTHORITY UNDER 5 CFR 531.212.																							
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE										50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD													
47. Agency Code AG 01		48. Personnel Office ID 5330			49. Approval Date 10/17/18			USDA-19-0062-B-000016															

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) SAUNDERS, ASHTON LAUREL					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 10/14/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number CONFIDENTIAL ASSISTANT 91027941 381262										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 09	19. Step or Rate 01	20. Total Salary/Award 56,233.00		21. Pay Basis PA
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 43,857.00		20B. Locality Adj. 12,376.00		20C. Adj. Basic Pay 56,233.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE AG 010100000000000000 PP 21 2018										
EMPLOYEE DATA															
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTE CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. PAY SET USING THE SUPERIOR QUALIFICATIONS AND SPECIAL NEEDS PAY-SETTING AUTHORITY UNDER 5 CFR 531.212.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD										
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 10/18/18		USDA-19-0062-B-000017									

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) SHAFFER, ANDREW DOYLE					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 09/30/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number CONFIDENTIAL ASSISTANT 91024461 380588										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis	16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 09	19. Step or Rate 01	20. Total Salary/Award 56,233.00	21. Pay Basis PA		
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 43,857.00		20B. Locality Adj. 12,376.00		20C. Adj. Basic Pay 56,233.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization RURAL BUSINESS-COOPERATIVE SERVICE OFFICE OF THE ADMINISTRATOR AG 321100000000000000 PP 20 2018										
EMPLOYEE DATA															
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 0 NOT APPLICABLE					
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 10/01/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE							50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: ARANA PETTYJOHN ACTING HR DIRECTOR USDA-19-0062-B-000018								
47. Agency Code AG 32		48. Personnel Office ID 4916			49. Approval Date 10/03/18										

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BRAND, BETTE BRANSON					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 01/07/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 146		5-B. Nature of Action SES NONCAREER APPT			6-A. Code		6-B. Nature of Action								
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A)			6-C. Code		6-D. Legal Authority								
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number ADMINISTRATOR, RBS ES00257 00257										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 161,900.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 161,900.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 161,900.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization RURAL BUSINESS-COOPERATIVE SERVICE OFFICE OF THE ADMINISTRATOR AG 321100000000000000 PP 01 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA															
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved			35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888						
38. Duty Station Code 11-0010-001			39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC												
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. APPOINTMENT AFFIDAVIT EXECUTED 01/08/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000019										
47. Agency Code AG 32		48. Personnel Office ID 5330		49. Approval Date 01/09/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BUSHUE, BARRY RAY					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 10/09/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number STATE EXEC DIR 90414000 030122										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 15	19. Step or Rate 05	20. Total Salary/Award 145,981.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 119,139.00		20B. Locality Adj. 26,842.00		20C. Adj. Basic Pay 145,981.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization FARM SERVICE AGENCY DEP ADM FOR FIELD OPERS OREGON STATE OFFICE OFFICE OF THE STATE EXEC DIR AG FA0550000200000000 PP 20 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 0 NOT APPLICABLE					
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 41-2100-067				39. Duty Station (City - County - State or Overseas Location) TUALATIN WASHINGTON OR											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 10/10/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. PAY SET USING THE SUPERIOR QUALIFICATIONS AND SPECIAL NEEDS PAY-SETTING AUTHORITY UNDER 5 CFR 531.212.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: THOMAS MULHERN DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000020										
47. Agency Code AG FA		48. Personnel Office ID 4881		49. Approval Date 10/12/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) RODDY, CAROLYN TATUM					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 05/13/18														
FIRST ACTION					SECOND ACTION																		
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action																
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority																
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority																
7. FROM: Position Title and Number					15. TO: Position Title and Number STRATEGIC PROGRAM ADVISOR 90998512 373350																		
8. Pay Plan		9. Occ. Code		10. Grade or Level		11. Step or Rate		12. Total Salary		13. Pay Basis		16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 15		19. Step or Rate 01		20. Total Salary/Award 134,789.00		21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 105,123.00		20B. Locality Adj. 29,666.00		20C. Adj. Basic Pay 134,789.00		20D. Other Pay .00									
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization RURAL UTILITIES SERVICE OFFICE OF THE ADMINISTRATOR AG 151100000000000000 PP 10 2018																		
EMPLOYEE DATA																							
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite					25. Agency Use			26. Veterans Preference for RIF (b) (6)										
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 0 NOT APPLICABLE													
30. Retirement Plan (b) (6)					31. Service Comp. Date (Leave) (b) (6)					32. Work Schedule F FULL TIME					33. Part-Time Hours Per Biweekly Pay Period								
POSITION DATA																							
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved					35. FLSA Category E E - Exempt N - Nonexempt					36. Appropriation Code					37. Bargaining Unit Status 8888								
38. Duty Station Code 11-0010-001					39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC																		
40. Agency Data		41.		42.		43.		44.															
45. Remarks TENTATIVE SCD PENDING CERTIFICATION OF PRIOR FEDERAL SERVICE. APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 05/14/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. PAY SET USING THE SUPERIOR QUALIFICATIONS AND SPECIAL NEEDS PAY-SETTING AUTHORITY UNDER 5 CFR 531.212.																							
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE										50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000021													
47. Agency Code AG 15		48. Personnel Office ID 5330			49. Approval Date 05/16/18																		

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) DAVIDIAN, EDWARD KEROP					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 02/18/18														
FIRST ACTION					SECOND ACTION																		
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action																
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority																
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority																
7. FROM: Position Title and Number					15. TO: Position Title and Number STATE EXEC DIR 90406716 030122																		
8. Pay Plan		9. Occ. Code		10. Grade or Level		11. Step or Rate		12. Total Salary		13. Pay Basis		16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 15		19. Step or Rate 01		20. Total Salary/Award 134,778.00		21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 105,123.00		20B. Locality Adj. 29,655.00		20C. Adj. Basic Pay 134,778.00		20D. Other Pay .00									
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization FARM SERVICE AGENCY DEP ADM FOR FIELD OPERS MASSACHUSETTS STATE OFFICE OFFICE OF THE STATE EXEC DIR A AG FA0507000200000000 PP 04 2018																		
EMPLOYEE DATA																							
23. Trans Preference (b) (6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite					25. Agency Use			26. Veterans Preference for RIF (b) (6)										
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 0 NOT APPLICABLE													
30. Retirement Plan (b) (6)					31. Service Comp. Date (Leave) (b) (6)					32. Work Schedule F FULL TIME					33. Part-Time Hours Per Biweekly Pay Period								
POSITION DATA																							
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved					35. FLSA Category E E - Exempt N - Nonexempt					36. Appropriation Code					37. Bargaining Unit Status 8888								
38. Duty Station Code 25-0030-015					39. Duty Station (City - County - State or Overseas Location) AMHERST HAMPSHIRE MA																		
40. Agency Data		41.		42.		43.		44.															
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 02/20/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.																							
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE										50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: THOMAS MULHERN DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000022													
47. Agency Code AG FA		48. Personnel Office ID 4881			49. Approval Date 02/23/18																		

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) LEE, EVAN BREMMER					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 09/16/18														
FIRST ACTION					SECOND ACTION																		
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action																
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority																
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority																
7. FROM: Position Title and Number					15. TO: Position Title and Number CHIEF OF STAFF 91022188 379301																		
8. Pay Plan		9. Occ. Code		10. Grade or Level		11. Step or Rate		12. Total Salary		13. Pay Basis		16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 13		19. Step or Rate 01		20. Total Salary/Award 96,970.00		21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 75,628.00		20B. Locality Adj. 21,342.00		20C. Adj. Basic Pay 96,970.00		20D. Other Pay .00									
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS AG 010104000000000000 PP 19 2018																		
EMPLOYEE DATA																							
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite					25. Agency Use			26. Veterans Preference for RIF (b) (6)										
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 0 NOT APPLICABLE													
30. Retirement Plan (b) (6)					31. Service Comp. Date (Leave) (b) (6)					32. Work Schedule F FULL TIME					33. Part-Time Hours Per Biweekly Pay Period								
POSITION DATA																							
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved					35. FLSA Category E E - Exempt N - Nonexempt					36. Appropriation Code					37. Bargaining Unit Status 8888								
38. Duty Station Code 11-0010-001					39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC																		
40. Agency Data		41.		42.		43.		44.															
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 09/17/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.																							
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE										50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD													
47. Agency Code AG 01		48. Personnel Office ID 5330			49. Approval Date 09/18/18			USDA-19-0062-B-000023															

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) GRAY, GREGORY KEITH					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 07/16/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 146		5-B. Nature of Action SES NONCAREER APPT			6-A. Code		6-B. Nature of Action								
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A)			6-C. Code		6-D. Legal Authority								
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number CHIEF OF STAFF 91012995 377146										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis	16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 160,000.00	21. Pay Basis PA		
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 160,000.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 160,000.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization RISK MANAGEMENT AGENCY RISK MGMT AGENCY A IMMEDIATE OFFICE A AG 080101000000000000 PP 14 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 0 NOT APPLICABLE					
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA															
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. APPOINTMENT AFFIDAVIT EXECUTED 07/16/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE							50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000024								
47. Agency Code AG 08		48. Personnel Office ID 5330		49. Approval Date 07/16/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) MENKE, GRANT DANIEL					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 08/05/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number STATE DIR 90088573 029232										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 15	19. Step or Rate 01	20. Total Salary/Award 121,280.00		21. Pay Basis PA
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 105,123.00		20B. Locality Adj. 16,157.00		20C. Adj. Basic Pay 121,280.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization STATE OFFICES OFFICE OF THE IOWA STATE DIR AG 075019000000000000 PP 16 2018										
EMPLOYEE DATA															
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 19-2260-153				39. Duty Station (City - County - State or Overseas Location) DES MOINES POLK IA											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 08/06/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE								50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: ARANA PETTYJOHN ACTING HUMAN RESOURCE DIRECTOR USDA-19-0062-B-000025							
47. Agency Code AG 07		48. Personnel Office ID 4916		49. Approval Date 07/31/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) GHEE, HAILEY JADE					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 02/18/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number SPECIAL ASSISTANT GS00117 00117										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 12	19. Step or Rate 03	20. Total Salary/Award 86,984.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 67,840.00		20B. Locality Adj. 19,144.00		20C. Adj. Basic Pay 86,984.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE AG 010100000000000000 PP 04 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 7 SUPERIOR QUALIFICATION							
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved			35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888						
38. Duty Station Code 11-0010-001			39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC												
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT AFFIDAVIT EXECUTED 02/20/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. SPECIAL RATE UNDER 5 USC 5305.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000026										
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 02/22/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BAXLEY, JOEL CLINTON					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 04/29/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 146		5-B. Nature of Action SES NONCAREER APPT			6-A. Code		6-B. Nature of Action								
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A)			6-C. Code		6-D. Legal Authority								
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number ADMINISTRATOR 90993240 372523										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 165,000.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 165,000.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 165,000.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization RURAL HOUSING SERVICE OFFICE OF THE ADMINISTRATOR AG 071100000000000000 PP 09 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA															
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved			35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888						
38. Duty Station Code 11-0010-001			39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC												
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. APPOINTMENT AFFIDAVIT EXECUTED 04/30/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000027										
47. Agency Code AG 07		48. Personnel Office ID 5330		49. Approval Date 05/02/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) CARO RIVERA, JUAN ANDRES					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 05/27/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number STAFF ASSISTANT 91002810 374144										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 09	19. Step or Rate 01	20. Total Salary/Award 56,233.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 43,857.00		20B. Locality Adj. 12,376.00		20C. Adj. Basic Pay 56,233.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE UNDERSEC FOR NATRL RES & ENVIR AG 010110000000000000 PP 11 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 05/28/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. PAY SET USING THE SUPERIOR QUALIFICATIONS AND SPECIAL NEEDS PAY-SETTING AUTHORITY UNDER 5 CFR 531.212.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000028										
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 05/30/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) CLOVER ADAMS, JAMIE LYNN					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 03/04/18							
FIRST ACTION					SECOND ACTION											
5-A. Code 146		5-B. Nature of Action SES NONCAREER APPT			6-A. Code		6-B. Nature of Action									
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A)			6-C. Code		6-D. Legal Authority									
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652			6-E. Code		6-F. Legal Authority									
7. FROM: Position Title and Number					15. TO: Position Title and Number CHIEF OF STAFF ES98069 98069											
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan ES		17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 160,000.00		21. Pay Basis PA
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 160,000.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 160,000.00		20D. Other Pay .00		
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE UNDER SEC FARM PROD & CONSERV AG 010107000000000000 PP 05 2018											
EMPLOYEE DATA																
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)						
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE								
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period								
POSITION DATA																
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved			35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888								
38. Duty Station Code 11-0010-001			39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC													
40. Agency Data		41.		42.		43.		44.								
45. Remarks APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. APPOINTMENT AFFIDAVIT EXECUTED 03/05/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.																
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000029											
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 03/09/18												

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) MAGO JR, JAMES WARREN					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 01/21/18					
FIRST ACTION					SECOND ACTION									
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action							
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority							
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority							
7. FROM: Position Title and Number					15. TO: Position Title and Number STATE EXEC DIR 90417010 030122									
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis	16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 15	19. Step or Rate 07	20. Total Salary/Award 150,228.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 126,147.00		20B. Locality Adj. 24,081.00		20C. Adj. Basic Pay 150,228.00		20D. Other Pay .00
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization FARM SERVICE AGENCY DEP ADM FOR FIELD OPERS ARIZONA STATE OFFICE OFFICE OF THE STATE EXEC DIR AG FA0535000200000000 PP 02 2018									
EMPLOYEE DATA														
23. Trans Preference (b) (6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)				
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 7 SUPERIOR QUALIFICATION				
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period				
POSITION DATA														
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888				
38. Duty Station Code 04-0370-013				39. Duty Station (City - County - State or Overseas Location) PHOENIX MARICOPA AZ										
40. Agency Data		41.		42.		43.		44.						
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 01/23/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.														
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE							50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: THOMAS MULHERN DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000030							
47. Agency Code AG FA		48. Personnel Office ID 4881			49. Approval Date 01/24/18									

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) TVRDY, JOSEPH DANIEL					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 09/30/18							
FIRST ACTION					SECOND ACTION											
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action									
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority									
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority									
7. FROM: Position Title and Number					15. TO: Position Title and Number DIRECTOR INTERGOVERNMENTAL AFFAIRS 91025021 380754											
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS		17. Occ. Code 0301	18. Grade or Level 13	19. Step or Rate 04	20. Total Salary/Award 106,668.00		21. Pay Basis PA
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 83,191.00		20B. Locality Adj. 23,477.00		20C. Adj. Basic Pay 106,668.00		20D. Other Pay .00		
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization FOOD AND NUTRITION SERVICE AG 30000000000000000000 PP 20 2018											
EMPLOYEE DATA																
23. Veterans Preference (b) (6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)						
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE								
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period								
POSITION DATA																
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888						
38. Duty Station Code 51-0040-510				39. Duty Station (City - County - State or Overseas Location) ALEXANDRIA ALEXANDRIA VA												
40. Agency Data		41.		42.		43.		44.								
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 10/01/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: (b) (6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. PAY SET USING THE SUPERIOR QUALIFICATIONS AND SPECIAL NEEDS PAY-SETTING AUTHORITY UNDER 5 CFR 531.212.																
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: BLANCA SANCHEZ ACTING DIRECTOR, HUMAN RESOURCES DIV USDA-19-0062-B-000031											
47. Agency Code AG 30		48. Personnel Office ID 4986		49. Approval Date 10/04/18												

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) RIVERA CASTRO, JOSUE EMANUEL					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 04/19/18														
FIRST ACTION					SECOND ACTION																		
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action																
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority																
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority																
7. FROM: Position Title and Number					15. TO: Position Title and Number STATE DIR 00PR1907 PR1907																		
8. Pay Plan		9. Occ. Code		10. Grade or Level		11. Step or Rate		12. Total Salary		13. Pay Basis		16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 15		19. Step or Rate 01		20. Total Salary/Award 121,280.00		21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 105,123.00		20B. Locality Adj. 16,157.00		20C. Adj. Basic Pay 121,280.00		20D. Other Pay .00									
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization STATE OFFICES OFF OF THE PUERTO RICO ST DIR AG 075072000000000000 PP 08 2018																		
EMPLOYEE DATA																							
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite					25. Agency Use		26. Veterans Preference for RIF (b) (6)											
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 0 NOT APPLICABLE													
30. Retirement Plan (b) (6)					31. Service Comp. Date (Leave) (b) (6)					32. Work Schedule F FULL TIME					33. Part-Time Hours Per Biweekly Pay Period								
POSITION DATA																							
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved					35. FLSA Category E E - Exempt N - Nonexempt					36. Appropriation Code					37. Bargaining Unit Status 8888								
38. Duty Station Code RQ-0480-000					39. Duty Station (City - County - State or Overseas Location) HATO REY PR																		
40. Agency Data		41.		42.		43.		44.															
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 04/19/2018 FROZEN SERVICE: 00 YRS. 00 MOS CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.																							
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE										50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: EDNA PRIMROSE DEPUTY ADMINISTRATOR FOR O&M USDA-19-0062-B-000032													
47. Agency Code AG 07		48. Personnel Office ID 4916			49. Approval Date 04/20/18																		

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BARNES, KELSEY NICOLE					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 03/12/18					
FIRST ACTION					SECOND ACTION									
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action							
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority							
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority							
7. FROM: Position Title and Number					15. TO: Position Title and Number STAFF ASSISTANT GS00208 00208									
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis	16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 07	19. Step or Rate 01	20. Total Salary/Award 45,972.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 35,854.00		20B. Locality Adj. 10,118.00		20C. Adj. Basic Pay 45,972.00		20D. Other Pay .00
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS AG 010104000000000000 PP 05 2018									
EMPLOYEE DATA														
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)				
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE						
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA														
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC										
40. Agency Data		41.		42.		43.		44.						
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 03/12/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: (b) (6)														
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE							50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES							
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 03/13/18		USDA-19-0062-B-000033								

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) ISLEY, KENNETH DEAN					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 04/29/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 146		5-B. Nature of Action SES NONCAREER APPT			6-A. Code		6-B. Nature of Action								
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A)			6-C. Code		6-D. Legal Authority								
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number ADMINISTRATOR 90994797 372857										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 179,900.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 179,900.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 179,900.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization FOREIGN AGRICULTURAL SERVICE OFFICE OF ADMINISTRATOR AG 100100000000000000 PP 09 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 0 NOT APPLICABLE					
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA															
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. APPOINTMENT AFFIDAVIT EXECUTED 04/30/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000034										
47. Agency Code AG 10		48. Personnel Office ID 5330		49. Approval Date 05/02/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) KNUPP, COURTNEY LYNN					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 08/19/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number SENIOR POLICY ADVISOR 91017020 378212										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 14	19. Step or Rate 01	20. Total Salary/Award 114,590.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 89,370.00		20B. Locality Adj. 25,220.00		20C. Adj. Basic Pay 114,590.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization FOREIGN AGRICULTURAL SERVICE OFFICE OF ADMINISTRATOR AG 100100000000000000 PP 17 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 0 NOT APPLICABLE					
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 08/20/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. PAY SET USING THE SUPERIOR QUALIFICATIONS AND SPECIAL NEEDS PAY-SETTING AUTHORITY UNDER 5 CFR 531.212.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD USDA-19-0062-B-000035										
47. Agency Code AG 10		48. Personnel Office ID 5330		49. Approval Date 08/22/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BRADY, LILLIE JENKINS					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 04/09/18					
FIRST ACTION					SECOND ACTION									
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action							
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority							
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority							
7. FROM: Position Title and Number					15. TO: Position Title and Number STAFF ASSISTANT GS00603 00603									
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis	16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 09	19. Step or Rate 01	20. Total Salary/Award 56,233.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 43,857.00		20B. Locality Adj. 12,376.00		20C. Adj. Basic Pay 56,233.00		20D. Other Pay .00
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE AG 010100000000000000 PP 07 2018									
EMPLOYEE DATA														
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)				
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE						
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period						
POSITION DATA														
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC										
40. Agency Data		41.		42.		43.		44.						
45. Remarks TENTATIVE SCD PENDING CERTIFICATION OF PRIOR FEDERAL SERVICE. APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 04/09/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.														
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE							50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000036							
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 04/10/18										

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) WALKER, LORREN					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 06/04/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 146		5-B. Nature of Action SES NONCAREER APPT			6-A. Code		6-B. Nature of Action								
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A)			6-C. Code		6-D. Legal Authority								
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number CHIEF OF STAFF 91006481 375545										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 155,000.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 155,000.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 155,000.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization AGRICULTURAL MARKETING SERVICE OFFICE OF THE ADMINISTRATOR AG 020100000000000000 PP 11 2018										
EMPLOYEE DATA															
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA															
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. APPOINTMENT AFFIDAVIT EXECUTED 6-04-2018 CREDITABLE MILITARY SERVICE (b) (6) PREVIOUS RETIREMENT COVERAG EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA MOORE DIRECTOR, HUMAN RESOURCES MANAGEMENT USDA-19-0062-B-000037										
47. Agency Code AG 02		48. Personnel Office ID 5330		49. Approval Date 06/06/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) MOORE, LINDSAY KAY					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 03/04/18														
FIRST ACTION					SECOND ACTION																		
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action																
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority																
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority																
7. FROM: Position Title and Number					15. TO: Position Title and Number STAFF ASSISTANT GS00162 00162																		
8. Pay Plan		9. Occ. Code		10. Grade or Level		11. Step or Rate		12. Total Salary		13. Pay Basis		16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 07		19. Step or Rate 01		20. Total Salary/Award 45,972.00		21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 35,854.00		20B. Locality Adj. 10,118.00		20C. Adj. Basic Pay 45,972.00		20D. Other Pay .00									
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS AG 010104000000000000 PP 05 2018																		
EMPLOYEE DATA																							
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite					25. Agency Use			26. Veterans Preference for RIF (b) (6)										
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 0 NOT APPLICABLE													
30. Retirement Plan (b) (6)					31. Service Comp. Date (Leave) (b) (6)					32. Work Schedule F FULL TIME					33. Part-Time Hours Per Biweekly Pay Period								
POSITION DATA																							
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved					35. FLSA Category E E - Exempt N - Nonexempt					36. Appropriation Code					37. Bargaining Unit Status 8888								
38. Duty Station Code 11-0010-001					39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC																		
40. Agency Data		41.		42.		43.		44.															
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 03/05/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: (b) (6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.																							
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE										50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000038													
47. Agency Code AG 01		48. Personnel Office ID 5330			49. Approval Date 03/09/18																		

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) URBAN, LORI ANN					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 02/20/18														
FIRST ACTION					SECOND ACTION																		
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action																
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority																
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority																
7. FROM: Position Title and Number					15. TO: Position Title and Number SENIOR ADVISOR GS00159 00159																		
8. Pay Plan		9. Occ. Code		10. Grade or Level		11. Step or Rate		12. Total Salary		13. Pay Basis		16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 15		19. Step or Rate 01		20. Total Salary/Award 134,789.00		21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 105,123.00		20B. Locality Adj. 29,666.00		20C. Adj. Basic Pay 134,789.00		20D. Other Pay .00									
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization RURAL HOUSING SERVICE OFFICE OF THE ADMINISTRATOR AG 071100000000000000 PP 04 2018																		
EMPLOYEE DATA																							
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite					25. Agency Use			26. Veterans Preference for RIF (b) (6)										
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 0 NOT APPLICABLE													
30. Retirement Plan (b) (6)					31. Service Comp. Date (Leave) (b) (6)					32. Work Schedule F FULL TIME					33. Part-Time Hours Per Biweekly Pay Period								
POSITION DATA																							
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved					35. FLSA Category E E - Exempt N - Nonexempt					36. Appropriation Code					37. Bargaining Unit Status 8888								
38. Duty Station Code 11-0010-001					39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC																		
40. Agency Data		41.		42.		43.		44.															
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 02/26/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: (b) (6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. PAY SET USING THE SUPERIOR QUALIFICATIONS AND SPECIAL NEEDS PAY-SETTING AUTHORITY UNDER 5 CFR 531.212.																							
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE										50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: EDNA PRIMROSE DEPUTY ADMINISTRATOR FOR O&M USDA-19-0062-B-000039													
47. Agency Code AG 07		48. Personnel Office ID 4916			49. Approval Date 02/22/18																		

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) WALKER, LORREN					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 06/04/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 146		5-B. Nature of Action SES NONCAREER APPT			6-A. Code		6-B. Nature of Action								
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A)			6-C. Code		6-D. Legal Authority								
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number CHIEF OF STAFF 91006481 375545										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 155,000.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 155,000.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 155,000.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization AGRICULTURAL MARKETING SERVICE OFFICE OF THE ADMINISTRATOR AG 020100000000000000 PP 11 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA															
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. APPOINTMENT AFFIDAVIT EXECUTED 6-04-2018 CREDITABLE MILITARY SERVICE (b) (6) PREVIOUS RETIREMENT COVERAG (b) (6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA MOORE DIRECTOR, HUMAN RESOURCES MANAGEMENT USDA-19-0062-B-000040										
47. Agency Code AG 02		48. Personnel Office ID 5330		49. Approval Date 06/06/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) ADAMS, MARGOT KIERSTEN KOS					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 09/02/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number CONFIDENTIAL ASSISTANT 91016044 377955										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 09	19. Step or Rate 01	20. Total Salary/Award 56,233.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 43,857.00		20B. Locality Adj. 12,376.00		20C. Adj. Basic Pay 56,233.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization RURAL DEVELOPMENT OFFICE OF THE ADMINISTRATOR AG 071100000000000000 PP 18 2018										
EMPLOYEE DATA															
23. Veterans Preference (b) (6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 0 NOT APPLICABLE					
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 09/04/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. PAY SET USING THE SUPERIOR QUALIFICATIONS AND SPECIAL NEEDS PAY-SETTING AUTHORITY UNDER 5 CFR 531.212.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD USDA-19-0062-B-000041										
47. Agency Code AG 07		48. Personnel Office ID 5330		49. Approval Date 09/05/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BAKER, MARSHA LYNN					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 10/14/18		
FIRST ACTION					SECOND ACTION						
5-A. Code 146		5-B. Nature of Action SES NONCAREER APPT			6-A. Code		6-B. Nature of Action				
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A)			6-C. Code		6-D. Legal Authority				
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652			6-E. Code		6-F. Legal Authority				
7. FROM: Position Title and Number					15. TO: Position Title and Number CHIEF OF STAFF 91026079 380978						
8. Pay Plan	9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary	13. Pay Basis	16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 165,000.00	21. Pay Basis PA
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 165,000.00		20B. Locality Adj. .00	
								20C. Adj. Basic Pay 165,000.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE CHIEF FINANCIAL OFFICER AG 900000000000000000 PP 21 2018						
EMPLOYEE DATA											
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)	
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE			
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period		
POSITION DATA											
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888		
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC							
40. Agency Data		41.		42.		43.		44.			
45. Remarks APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. APPOINTMENT AFFIDAVIT EXECUTED 10/15/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.											
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: ANITA ADKINS HUMAN RESOURCES OFFICER USDA-19-0062-B-000042						
47. Agency Code AG 90		48. Personnel Office ID 5317		49. Approval Date 10/19/18							

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BARBRE, MARTIN R				2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 04/29/18															
FIRST ACTION						SECOND ACTION																	
5-A. Code 546		5-B. Nature of Action CONV TO SES NONCAREER APPT				6-A. Code		6-B. Nature of Action															
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A) NONCAR				6-C. Code		6-D. Legal Authority															
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652				6-E. Code		6-F. Legal Authority															
7. FROM: Position Title and Number COMMTE MEMB 90425706 0301MB						15. TO: Position Title and Number ADMINISTRATOR 90994798 372858																	
8. Pay Plan AD		9. Occ. Code		10. Grade or Level		11. Step or Rate		12. Total Salary 42.82		13. Pay Basis PH		16. Pay Plan ES		17. Occ. Code 0301		18. Grade or Level 00		19. Step or Rate 00		20. Total Salary/Award 165,000.00		21. Pay Basis PA	
12A. Basic Pay 42.82		12B. Locality Adj. .00		12C. Adj. Basic Pay 42.82		12D. Other Pay .00		20A. Basic Pay 165,000.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 165,000.00		20D. Other Pay .00									
14. Name and Location of Position's Organization FARM SERVICE AGENCY DEP ADM FOR FIELD OPERS ILLINOIS STATE OFFICE OFF OF THE STATE EXEC DIR A						22. Name and Location of Position's Organization RISK MANAGEMENT AGENCY RISK MGMT AGENCY A IMMEDIATE OFFICE A						AG 080101000000000000 PP 09 2018											
EMPLOYEE DATA																							
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite				25. Agency Use		26. Veterans Preference for RIF (b) (6)											
27. FEGLI (b) (6)						28. Annuitant Indicator (b) (6)				29. Pay Rate Determinant 0 NOT APPLICABLE													
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period													
POSITION DATA																							
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt				36. Appropriation Code				37. Bargaining Unit Status 8888											
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC																			
40. Agency Data		41.		42.		43.		44.															
45. Remarks APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. APPOINTMENT AFFIDAVIT EXECUTED 04/30/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.																							
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE												50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES											
47. Agency Code AG 08		48. Personnel Office ID 5330		49. Approval Date 05/02/18		USDA-19-0062-B-000043																	

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BEATTY, MICHAEL ALEXANDER					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 01/21/18														
FIRST ACTION					SECOND ACTION																		
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action																
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority																
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority																
7. FROM: Position Title and Number					15. TO: Position Title and Number DIR 90721156 305150																		
8. Pay Plan		9. Occ. Code		10. Grade or Level		11. Step or Rate		12. Total Salary		13. Pay Basis		16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 15		19. Step or Rate 06		20. Total Salary/Award 157,253.00		21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 122,643.00		20B. Locality Adj. 34,610.00		20C. Adj. Basic Pay 157,253.00		20D. Other Pay .00									
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY OFC OF FAITH BASED & NEIGH OUT AG 011400000000000000 PP 02 2018																		
EMPLOYEE DATA																							
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite					25. Agency Use			26. Veterans Preference for RIF (b) (6)										
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 7 SUPERIOR QUALIFICATION													
30. Retirement Plan (b) (6)					31. Service Comp. Date (Leave) (b) (6)					32. Work Schedule F FULL TIME					33. Part-Time Hours Per Biweekly Pay Period								
POSITION DATA																							
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved					35. FLSA Category E E - Exempt N - Nonexempt					36. Appropriation Code					37. Bargaining Unit Status 8888								
38. Duty Station Code 11-0010-001					39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC																		
40. Agency Data		41.		42.		43.		44.															
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 01/23/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.																							
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE										50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000044													
47. Agency Code AG 01		48. Personnel Office ID 5330			49. Approval Date 01/24/18																		

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) FOSTER, MICHAEL LEWIS					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 02/18/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number STATE EXEC DIR 90406726 030122										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 15	19. Step or Rate 10	20. Total Salary/Award 157,663.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 136,659.00		20B. Locality Adj. 21,004.00		20C. Adj. Basic Pay 157,663.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization FARM SERVICE AGENCY DEP ADM FOR FIELD OPERS MONTANA STATE OFFICE OFFICE OF THE STATE EXEC DIR AG FA0547000200000000 PP 04 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 7 SUPERIOR QUALIFICATION					
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 30-0130-031				39. Duty Station (City - County - State or Overseas Location) BOZEMAN GALLATIN MT											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 02/20/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. SPECIAL RATE UNDER 5 USC 5305.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: THOMAS MULHERN DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000045										
47. Agency Code AG FA		48. Personnel Office ID 4881		49. Approval Date 02/22/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) LOHR, MATTHEW JAMES				2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 12/06/18															
FIRST ACTION						SECOND ACTION																	
5-A. Code 546		5-B. Nature of Action CONV TO SES NONCAREER APPT				6-A. Code		6-B. Nature of Action															
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A) NONCAR				6-C. Code		6-D. Legal Authority															
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652				6-E. Code		6-F. Legal Authority															
7. FROM: Position Title and Number COMMTE MEMB 90437579 0301MB						15. TO: Position Title and Number CHIEF, NRCS 91033310 382607																	
8. Pay Plan AD		9. Occ. Code		10. Grade or Level		11. Step or Rate		12. Total Salary 42.82		13. Pay Basis PH		16. Pay Plan ES		17. Occ. Code 0301		18. Grade or Level 00		19. Step or Rate 00		20. Total Salary/Award 165,000.00		21. Pay Basis PA	
12A. Basic Pay 42.82		12B. Locality Adj. .00		12C. Adj. Basic Pay 42.82		12D. Other Pay .00		20A. Basic Pay 165,000.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 165,000.00		20D. Other Pay .00									
14. Name and Location of Position's Organization FARM SERVICE AGENCY DEP ADM FOR FIELD OPERS VIRGINIA STATE OFFICE OFFICE OF THE STATE EXEC DIR						22. Name and Location of Position's Organization NATURAL RESOURCES CONSERVATION SERVICE CONSERVATION AG 161100000000000000 PP 24 2018																	
EMPLOYEE DATA																							
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite						25. Agency Use		26. Veterans Preference for RIF (b) (6)									
27. FEGLI (b) (6)						28. Annuitant Indicator (b) (6)						29. Pay Rate Determinant 0 NOT APPLICABLE											
30. Retirement Plan (b) (6)						31. Service Comp. Date (Leave) (b) (6)						32. Work Schedule F FULL TIME						33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA																							
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved						35. FLSA Category E E - Exempt N - Nonexempt						36. Appropriation Code						37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001						39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC																	
40. Agency Data		41.		42.		43.		44.															
45. Remarks APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. APPOINTMENT AFFIDAVIT EXECUTED 12/06/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.																							
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE												50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: MELISSA A. DRUMMOND CHIEF HUMAN RESOURCES OFFICER USDA-19-0062-B-000046											
47. Agency Code AG 16		48. Personnel Office ID 5261				49. Approval Date 12/06/18																	

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) DZIADOSZ, PATRICIA IZABELA					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 08/27/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number STAFF ASSISTANT 91018789 378618										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis	16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 09	19. Step or Rate 01	20. Total Salary/Award 56,233.00	21. Pay Basis PA		
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 43,857.00		20B. Locality Adj. 12,376.00		20C. Adj. Basic Pay 56,233.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization RURAL DEVELOPMENT OFFICE OF THE ADMINISTRATOR AG 071100000000000000 PP 17 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 08/27/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE							50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD								
47. Agency Code AG 07		48. Personnel Office ID 5330		49. Approval Date 08/27/18		USDA-19-0062-B-000047									

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) MILLER, PAMILYN SCOTT					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 09/02/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 146		5-B. Nature of Action SES NONCAREER APPT			6-A. Code		6-B. Nature of Action								
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A)			6-C. Code		6-D. Legal Authority								
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number ASSOCIATE ADMNSTR POLICY 91020291 378904										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis	16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 179,700.00	21. Pay Basis PA		
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 179,700.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 179,700.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization FOOD AND NUTRITION SERVICE AG 300000000000000000 PP 18 2018										
EMPLOYEE DATA															
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA															
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved			35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888						
38. Duty Station Code 51-0040-510			39. Duty Station (City - County - State or Overseas Location) ALEXANDRIA ALEXANDRIA VA												
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. APPOINTMENT AFFIDAVIT EXECUTED 09/04/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD										
47. Agency Code AG 30		48. Personnel Office ID 5330		49. Approval Date 09/06/18		USDA-19-0062-B-000048									

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) DAHMER, ROGER D					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 02/18/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number STATE EXEC DIR 90739976 030122										
8. Pay Plan	9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary	13. Pay Basis	16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 15	19. Step or Rate 01	20. Total Salary/Award 121,280.00	21. Pay Basis PA				
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 105,123.00		20B. Locality Adj. 16,157.00		20C. Adj. Basic Pay 121,280.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization FARM SERVICE AGENCY DEP ADM FOR FIELD OPERS WEST VIRGINIA STATE OFFICE OFC OF THE STATE EXEC DIR AG FA0514000200000000 PP 04 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period						
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888						
38. Duty Station Code 54-1840-061				39. Duty Station (City - County - State or Overseas Location) MORGANTOWN MONONGALIA WV											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT AFFIDAVIT EXECUTED															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: THOMAS MULHERN DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000049									
47. Agency Code AG FA		48. Personnel Office ID 4881		49. Approval Date 02/22/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) GALLAGHER, ROBERT ETHAN					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 08/27/18					
FIRST ACTION					SECOND ACTION									
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action							
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority							
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority							
7. FROM: Position Title and Number					15. TO: Position Title and Number STAFF ASSISTANT 91018695 00045									
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis	16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 09	19. Step or Rate 01	20. Total Salary/Award 56,233.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 43,857.00		20B. Locality Adj. 12,376.00		20C. Adj. Basic Pay 56,233.00		20D. Other Pay .00
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE AG 010100000000000000 PP 17 2018									
EMPLOYEE DATA														
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)				
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE						
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period						
POSITION DATA														
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC										
40. Agency Data		41.		42.		43.		44.						
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 08/27/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.														
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE							50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD							
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 08/27/18		USDA-19-0062-B-000050								

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) LAYHER JR, RUDOLPH THEODORE					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 08/05/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number POLICY ADVISOR 91016042 377956										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 11	19. Step or Rate 01	20. Total Salary/Award 68,036.00		21. Pay Basis PA
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 53,062.00		20B. Locality Adj. 14,974.00		20C. Adj. Basic Pay 68,036.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization RISK MANAGEMENT AGENCY RISK MGMT AGENCY A IMMEDIATE OFFICE A AG 080101000000000000 PP 16 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks SCHEDULE C APPOINTMENT ANNUAL LEAVE CATEGORY WILL BE 4 UNTIL PRIOR SERVICE IS VERIFIED. APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 08-06-2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: MARY PLETCHER DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000051										
47. Agency Code AG 08		48. Personnel Office ID 5330		49. Approval Date 08/06/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) MACGREGOR, ROBERT BRUCE					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 10/14/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number CONGRESSIONAL & POLICY ADVISOR 91026060 380977										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 13	19. Step or Rate 01	20. Total Salary/Award 96,970.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 75,628.00		20B. Locality Adj. 21,342.00		20C. Adj. Basic Pay 96,970.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE AG 010100000000000000 PP 21 2018										
EMPLOYEE DATA															
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 10/15/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: (b) (6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD									
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 10/19/18		USDA-19-0062-B-000052									

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) NELSON, RICKEY MICHAEL					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 11/11/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number POLICY COORDINATOR 91028795 381667										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 12	19. Step or Rate 01	20. Total Salary/Award 81,548.00		21. Pay Basis PA
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 63,600.00		20B. Locality Adj. 17,948.00		20C. Adj. Basic Pay 81,548.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization RURAL UTILITIES SERVICE OFFICE OF THE ADMINISTRATOR AG 151100000000000000 PP 23 2018										
EMPLOYEE DATA															
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTE CREDITABLE MILITARY SERVICE: PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. PAY SET USING THE SUPERIOR QUALIFICATIONS AND SPECIAL NEEDS PAY-SETTING AUTHORITY UNDER 5 CFR 531.212.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: ARANA PETTYJOHN ACTING HR DIRECTOR USDA-19-0062-B-000053										
47. Agency Code AG 15		48. Personnel Office ID 4916		49. Approval Date 11/09/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) LINDSAY, SALLY QUILHOT					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 12/03/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number STAFF ASSISTANT 91033185 372521										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 09	19. Step or Rate 01	20. Total Salary/Award 56,233.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 43,857.00		20B. Locality Adj. 12,376.00		20C. Adj. Basic Pay 56,233.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS AG 010104000000000000 PP 24 2018										
EMPLOYEE DATA															
23. Veterans Preference (b) (6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 12/03/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD										
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 12/04/18		USDA-19-0062-B-000054									

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) MCKEON, SEAN RICHARD					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 05/13/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number STATE EXEC DIR 90561448 030122										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 15	19. Step or Rate 08	20. Total Salary/Award 161,532.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 129,651.00		20B. Locality Adj. 31,881.00		20C. Adj. Basic Pay 161,532.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization FARM SERVICE AGENCY DEP ADM FOR FIELD OPERS DELAWARE STATE OFFICE OFFICE OF THE STATE EXEC DIR AG FA0504000200000000 PP 10 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 0 NOT APPLICABLE					
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 10-0130-001				39. Duty Station (City - County - State or Overseas Location) DOVER KENT DE											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 05/14/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: THOMAS MULHERN DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000055										
47. Agency Code AG FA		48. Personnel Office ID 4881		49. Approval Date 05/16/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) NEWSOME, SHAWNA MICHELE					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 12/03/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number SENIOR ADVISOR 91032092 382338										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 14	19. Step or Rate 01	20. Total Salary/Award 114,590.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 89,370.00		20B. Locality Adj. 25,220.00		20C. Adj. Basic Pay 114,590.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE UNDER SEC FOR FOOD SAFETY AG 010112000000000000 PP 24 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant 0 NOT APPLICABLE					
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks TENTATIVE SCD PENDING CERTIFICATION OF PRIOR FEDERAL SERVICE. APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 12/03/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD										
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 11/29/18		USDA-19-0062-B-000056									

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) CLARKSON, TYLER SHERWOOD					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 03/06/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 146		5-B. Nature of Action SES NONCAREER APPT			6-A. Code		6-B. Nature of Action								
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A)			6-C. Code		6-D. Legal Authority								
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number DEPUTY GENERAL COUNSEL FOR SPECIAL PRO ES98070 98070										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan ES	17. Occ. Code 0905	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 161,900.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 161,900.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 161,900.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE GENERAL COUNSEL AG 140000000000000000 PP 05 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA															
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved			35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888						
38. Duty Station Code 11-0010-001			39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC												
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. APPOINTMENT AFFIDAVIT EXECUTED CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000057										
47. Agency Code AG 14		48. Personnel Office ID 5330		49. Approval Date 03/09/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BEAM, WILLIAM LAUVER					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 10/22/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 146		5-B. Nature of Action SES NONCAREER APPT			6-A. Code		6-B. Nature of Action								
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A)			6-C. Code		6-D. Legal Authority								
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number DEP ADMR FOR FARM PROGS 90547544 030173										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 160,000.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 160,000.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 160,000.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization FARM SERVICE AGENCY DEPUTY ADM FOR FARM PROGRAMS AG FA0200000000000000 PP 21 2018										
EMPLOYEE DATA															
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA															
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. APPOINTMENT AFFIDAVIT EXECUTED 10/15/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: THOMAS MULHERN DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000058										
47. Agency Code AG FA		48. Personnel Office ID 4881		49. Approval Date 10/18/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) GWINN, WESLEY ADAM					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 08/13/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number CONFIDENTIAL ASSISTANT 91017005 00116										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 09	19. Step or Rate 01	20. Total Salary/Award 56,233.00		21. Pay Basis PA
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 43,857.00		20B. Locality Adj. 12,376.00		20C. Adj. Basic Pay 56,233.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE UNDER SEC RES, EDUC, & ECONOM AG 010111000000000000 PP 16 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks SCHEDULE C APPOINTMENT ANNUAL LEAVE - (b) (6) APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 08/13/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE								50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: MARY PLETCHER DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000059							
47. Agency Code AG 01		48. Personnel Office ID 5330			49. Approval Date 08/14/18										

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) SULLIVAN, WILLIAM MICHAEL					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 06/04/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number STATE EXEC DIR 90414747 030122										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 15	19. Step or Rate 02	20. Total Salary/Award 138,478.00		21. Pay Basis PA
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 108,627.00		20B. Locality Adj. 29,851.00		20C. Adj. Basic Pay 138,478.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization FARM SERVICE AGENCY DEP ADM FOR FIELD OPERS RHODE ISLAND STATE OFFICE OFC OF THE STATE EXEC DIR AG FA0512000200000000 PP 11 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 44-0230-003				39. Duty Station (City - County - State or Overseas Location) WARWICK KENT RI											
40. Agency Data		41.		42.		43.		44.							
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 06/04/2018 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: (b) (6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. PAY SET USING THE SUPERIOR QUALIFICATIONS AND SPECIAL NEEDS PAY-SETTING AUTHORITY UNDER 5 CFR 531.212.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: THOMAS MULHERN DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000060										
47. Agency Code AG FA		48. Personnel Office ID 4881		49. Approval Date 06/06/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) ANGLE, JAY SCOTT					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 10/28/18					
FIRST ACTION					SECOND ACTION									
5-A. Code 171		5-B. Nature of Action EXC APPT NTE 10/28/24			6-A. Code		6-B. Nature of Action							
5-C. Code ZKM		5-D. Legal Authority 7 USC 6971 F 3 A			6-C. Code		6-D. Legal Authority							
5-E. Code 6A2		5-F. Legal Authority 7 USC 6971 (F)(3)(C)			6-E. Code		6-F. Legal Authority							
7. FROM: Position Title and Number					15. TO: Position Title and Number DIRECTOR, NIFA DAEX0029 00029									
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis	16. Pay Plan EX	17. Occ. Code 0401	18. Grade or Level 02	19. Step or Rate 00	20. Total Salary/Award 179,700.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 179,700.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 179,700.00		20D. Other Pay .00
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization NATIONAL INSTITUTE OF FOOD & AGRICULTURE HEADQUARTERS DIRECTOR AND IMMEDIATE STAFF OFFICE OF THE DIRECTOR AG 220101010100000000 PP 22 2018									
EMPLOYEE DATA														
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)				
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant T BELOW THE MINIMUM				
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period				
POSITION DATA														
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888				
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC										
40. Agency Data		41.		42.		43.		44.						
45. Remarks APPOINTMENT NTE 10/28/2024 INELIGIBLE FOR LEAVE. APPOINTMENT AFFIDAVIT EXECUTED PREVIOUS RETIREMENT COVERAGE: (b) (6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. THE PAY RATE OF AN EMPLOYEE OCCUPYING A POSITION SUBJECT TO THE PAY FREEZE FOR CERTAIN SENIOR POLITICAL OFFICIALS SHALL BE BASED ON THE RATE OF PAY AND APPLICABLE PAY LIMITATIONS IN EFFECT ON DECEMBER 31, 2013.														
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE							50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: WILLIS G. COLLIE DIRECTOR, HUMAN RESOURCES DIVISION USDA-19-0062-B-000061							
47. Agency Code AG 22		48. Personnel Office ID 5250		49. Approval Date 10/30/18										

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BARBIC, KENNETH STEVEN					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 05/07/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code ZNM		5-D. Legal Authority 7 U S C 6918			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number ASST SECY DAEX0013 00013										
8. Pay Plan EX		9. Occ. Code 0301	10. Grade or Level 04	11. Step or Rate 00	12. Total Salary/Award 155,500.00		21. Pay Basis PA								
12A. Basic Pay 155,500.00		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 155,500.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 155,500.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS AG 010104000000000000 PP 09 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant T BELOW THE MINIMUM							
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks INELIGIBLE FOR LEAVE. APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 05/07/2018 PREVIOUS RETIREMENT COVERAGE: (b) (6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. THE PAY RATE OF AN EMPLOYEE OCCUPYING A POSITION SUBJECT TO THE PAY FREEZE FOR CERTAIN SENIOR POLITICAL OFFICIALS SHALL BE BASED ON THE RATE OF PAY AND APPLICABLE PAY LIMITATIONS IN EFFECT ON DECEMBER 31, 2013.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000062										
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 05/07/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) HUBBARD, JAMES EDWARD					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 09/02/18														
FIRST ACTION					SECOND ACTION																		
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action																
5-C. Code ZNM		5-D. Legal Authority 7 U S C 2210			6-C. Code		6-D. Legal Authority																
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority																
7. FROM: Position Title and Number					15. TO: Position Title and Number UNDER SECRETARY NRE 91020282 378902																		
8. Pay Plan		9. Occ. Code		10. Grade or Level		11. Step or Rate		12. Total Salary		13. Pay Basis		16. Pay Plan EX		17. Occ. Code 0301		18. Grade or Level 03		19. Step or Rate 00		20. Total Salary/Award 165,300.00		21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 165,300.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 165,300.00		20D. Other Pay .00									
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE UNDERSEC FOR NATRL RES & ENVIR AG 010110000000000000 PP 18 2018																		
EMPLOYEE DATA																							
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite					25. Agency Use			26. Veterans Preference for RIF (b) (6)										
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant T BELOW THE MINIMUM													
30. Retirement Plan (b) (6)					31. Service Comp. Date (Leave) (b) (6)					32. Work Schedule F FULL TIME					33. Part-Time Hours Per Biweekly Pay Period								
POSITION DATA																							
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved					35. FLSA Category E E - Exempt N - Nonexempt					36. Appropriation Code					37. Bargaining Unit Status 8888								
38. Duty Station Code 11-0010-001					39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC																		
40. Agency Data		41.		42.		43.		44.															
45. Remarks AS A REEMPLOYED ANNUITANT, YOU SERVE AT THE WILL OF THE APPOINTING OFFICER. INELIGIBLE FOR LEAVE. APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 09/10/2018 PREVIOUS RETIREMENT COVERAGE: (b) (6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. ANNUAL SALARY TO BE REDUCED BY THE AMOUNT OF YOUR RETIREMENT ANNUITY AND BY FUTURE COST OF LIVING INCREASES (b) (6) THE PAY RATE OF AN EMPLOYEE OCCUPYING A POSITION SUBJECT TO THE PAY FREEZE FOR CERTAIN SENIOR POLITICAL OFFICIALS SHALL BE BASED ON THE RATE OF PAY AND APPLICABLE PAY LIMITATIONS IN EFFECT ON DECEMBER 31, 2013. YOU ARE REQUIRED TO SUBMIT TO THE PERSONNEL OFFICE A COPY OF ANY SUBSEQUENT NOTICE FROM OPM OF ANY CHANGE IN YOUR GROSS ANNUITY RATE.																							
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE										50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD													
47. Agency Code AG 01		48. Personnel Office ID 5330			49. Approval Date 09/12/18		USDA-19-0062-B-000063																

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) JOHNSON, KENNETH LEE					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 04/15/18														
FIRST ACTION					SECOND ACTION																		
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action																
5-C. Code ZNM		5-D. Legal Authority 7 U S C 6942			6-C. Code		6-D. Legal Authority																
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority																
7. FROM: Position Title and Number					15. TO: Position Title and Number ADMINISTRATOR, RUS 90992599 372377																		
8. Pay Plan		9. Occ. Code		10. Grade or Level		11. Step or Rate		12. Total Salary		13. Pay Basis		16. Pay Plan EX		17. Occ. Code 0301		18. Grade or Level 04		19. Step or Rate 00		20. Total Salary/Award 155,500.00		21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 155,500.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 155,500.00		20D. Other Pay .00									
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization RURAL UTILITIES SERVICE OFFICE OF THE ADMINISTRATOR AG 151100000000000000 PP 08 2018																		
EMPLOYEE DATA																							
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite					25. Agency Use			26. Veterans Preference for RIF (b) (6)										
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant T BELOW THE MINIMUM													
30. Retirement Plan (b) (6)					31. Service Comp. Date (Leave) (b) (6)					32. Work Schedule F FULL TIME					33. Part-Time Hours Per Biweekly Pay Period								
POSITION DATA																							
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved					35. FLSA Category E E - Exempt N - Nonexempt					36. Appropriation Code					37. Bargaining Unit Status 8888								
38. Duty Station Code 11-0010-001					39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC																		
40. Agency Data		41.		42.		43.		44.															
45. Remarks INELIGIBLE FOR LEAVE. APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED PREVIOUS RETIREMENT COVERAGE: (b) (6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. THE PAY RATE OF AN EMPLOYEE OCCUPYING A POSITION SUBJECT TO THE PAY FREEZE FOR CERTAIN SENIOR POLITICAL OFFICIALS SHALL BE BASED ON THE RATE OF PAY AND APPLICABLE PAY LIMITATIONS IN EFFECT ON DECEMBER 31, 2013.																							
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE										50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000064													
47. Agency Code AG 15		48. Personnel Office ID 5330			49. Approval Date 04/17/18																		

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) NORTHEY, WILLIAM HOWARD					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 03/05/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code ZNM		5-D. Legal Authority 7 U S C 6931			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number UNDER SECRETARY FPC EX98004 98004										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan EX		17. Occ. Code 0301	18. Grade or Level 03	19. Step or Rate 00	20. Total Salary/Award 165,300.00	21. Pay Basis PA
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 165,300.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 165,300.00		20D. Other Pay .00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE UNDER SEC FARM PROD & CONSERV AG 010107000000000000 PP 05 2018										
EMPLOYEE DATA															
23. Trans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)					29. Pay Rate Determinant T BELOW THE MINIMUM					
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks INELIGIBLE FOR LEAVE. APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 03/08/2018 PREVIOUS RETIREMENT COVERAGE: (b) (6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. THE PAY RATE OF AN EMPLOYEE OCCUPYING A POSITION SUBJECT TO THE PAY FREEZE FOR CERTAIN SENIOR POLITICAL OFFICIALS SHALL BE BASED ON THE RATE OF PAY AND APPLICABLE PAY LIMITATIONS IN EFFECT ON DECEMBER 31, 2013.															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE								50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000065							
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 03/09/18											

Standard Form 52
Rev. 7/91
U.S. Office of Personnel Management
FPM Supp. 296-33, Subch. 3

REQUEST FOR PERSONNEL ACTION

PART A - Requesting Office (Also complete Part B, Items 1, 7-22, 32, 33, 36, and 39.)

1. Actions Requested DETAIL NTE DECEMBER 21, 2018	2. Request Number OBPA 19-02
3. For Additional Information Call (Name and Telephone Number) WENDY DOTSON 202-720-8626	4. Proposed Effective Date 10/1/2018

5. Action Requested By (Typed Name, Title, Signature, and Request Date) TONY BAINBRIDGE, RD CFO Digitally signed by ANTHONY BAINBRIDGE Date: 2018.09.24 14:27:11 +05'00'	6. Action Authorized by (Typed Name, Title, Signature, and Concurrence Date) ERICA NAVARRO, OBPA DIRECTOR 9/24/18
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PART B - For Preparation of SF 50 (Use only codes in FPM Supplement 292-1. Show all dates in month-day-year order.)

1. Name (Last, First, Middle) BARRACK, LESLIE	2. Social Security Number	3. Date of Birth	4. Effective Date 10-01-18
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FIRST ACTION**SECOND ACTION**

5-A. Code 930	5-B. Nature of Action Detail NTE: 12/21/2018	6-A. Code	6-B. Nature of Action
5-C. Code	5-D. Legal Authority	6-C. Code	6-D. Legal Authority
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority

7. FROM: Position Title and Number BUDGET DIRECTOR	15. TO: Position Title and Number DEPUTY DIRECTOR
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8. Pay Plan ES	9. Occ. Code 0560	10. Grade or Level	11. Step or Rate	12. Total Salary	13. Pay Basis	16. Pay Plan ES	17. Occ. Code 0501	18. Grade or Level 00	19. Step or Rate	20. Total Salary/Award	21. Pay Basis
12A. Basic Pay	12B. Locality Adj.	12C. Adj. Basic Pay	12D. Other Pay	20A. Basic Pay	20B. Locality Adj.	20C. Adj. Basic Pay	20D. Other Pay				

14. Name and Location of Position's Organization UNITED STATES DEPARTMENT OF AGRICULTURE RURAL DEVELOPMENT RURAL DEVELOPMENT BUSINESS CENTER	22. Name and Location of Position's Organization UNITED STATES DEPARTMENT OF AGRICULTURE OFFICE OF BUDGET AND PROGRAM ANALYSIS DEPUTY DIRECTOR FOR PROGRAM ANALYSIS 42-20-00
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EMPLOYEE DATA

23. Veterans Preference 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%	24. Tenure 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite	25. Agency Use	26. Veterans Pref for RIF YES NO
27. FEGLI	28. Annuitant Indicator	29. Pay Rate Determinant	
30. Retirement Plan	31. Service Comp. Date (Leave)	32. Work Schedule	33. Part-time Hours Per Biweekly Pay Period

POSITION DATA

34. Position Occupied 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career	35. FLSA Category E - Exempt N - Nonexempt	36. Appropriation Code	37. Bargaining Unit Status
38. Duty Station Code	39. Duty Station (City - County - State or Overseas Location)		

40. Agency Data	41.	42.	43.	44.
45. Educational Level	46. Year Degree Attained	47. Academic Discipline	48. Functional Class	49. Citizenship 1 - USA 8 - Other
				50. Veterans Status
				51. Supervisory Status

PART C - Reviews and Approvals (Not to be used by requesting office.)

1. Office/Function	Initials/Signature	Date	Office/Function	Initials/Signature	Date
A.			D.		
B.			E.		
C.			F.		

2. Approval: I certify that the information entered on this form is accurate and that the proposed action is in compliance with statutory and regulatory requirements.	Signature	Approval Date
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CONTINUED ON REVERSE SIDE
52-118

OVER

USDA-16-0002-500006
Editions Prior to 7/91 Are Obsolete
NSN 7540-01-333-6239

Standard Form 52
Rev. 7/91
U.S. Office of Personnel Management
FPM Supp. 296-33, Subch. 3

REQUEST FOR PERSONNEL ACTION

PART A - Requesting Office (Also complete Part B, Items 1, 7-22, 32, 33, 36, and 39.)

1. Actions Requested Extension of Detail NTE 120 days		2. Request Number
3. For Additional Information Call (Name and Telephone Number)		4. Proposed Effective Date
5. Action Requested By (Typed Name, Title, Signature, and Request Date) Jamie Clover Adams Chief of Staff, FPAC <i>Jamie Clover Adams</i> 2/6/2019		6. Action Authorized by (Typed Name, Title, Signature, and Concurrence Date) Bill Northey Under Secretary, FPAC <i>Bill Northey</i> 2/6/2019

PART B - For Preparation of SF 50 (Use only codes in FPM Supplement 292-1. Show all dates in month-day-year order.)

1. Name (Last, First, Middle) Norton, Kevin		2. Social Security Number	3. Date of Birth	4. Effective Date 3/4/2019
FIRST ACTION		SECOND ACTION		
5-A. Code 931	5-B. Nature of Action Ext Detail NTE 7/1/2019	6-A. Code	6-B. Nature of Action	
5-C. Code	5-D. Legal Authority	6-C. Code	6-D. Legal Authority	
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority	

7. FROM: Position Title and Number STATE CONST										15. TO: Position Title and Number Associate Chief NRCS									
8. Pay Plan GS	9. Occ. 1	10. Grade or Level	11. Step or Rate	12. Total Salary	13. Pay Basis	16. Pay ES	17. Occ. 0307	18. Grade or Level 00	19. Step or Rate	20. ...ward	21. Pay Basis PA								
12A. Basic Pay	12B. Locality Adj.	12C. Adj. Basic Pay	12D. Other Pay	20A. Basic Pay	20B. Locality Adj.	20C. Adj. Basic Pay	20D. Other Pay .00												
14. Name and Location of Position's Organization NRCS Southeast Region										22. Name and Location of Position's Organization Natural Resources Conservation Service Southeast Region Louisiana Alexandria LA									

EMPLOYEE DATA										24. Veterans Preference										25. Agency Use										26. Veterans Pref for RIF																			
(b) (6)										(b) (6)																				(b) (6)																			
27. FEGLI (b) (6)										28. Annuity Indicator										29. Pay Rate Determinant 0 N/A																													
30. Retirement Plan (b) (6)										31. Service Comp. Date (Leave)										32. Work Schedule F Full Time										33. Part-Time Hours Per Biweekly Pay Period																			
POSITION DATA										34. Position Occupied 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career										35. FLSA Category E - Exempt N - Nonexempt										36. Appropriation Code										37. Bargaining Unit Status 8888									
38. Duty Station Code 220040079										39. Duty Station (City - County - State or Overseas Location) Alexandria, Rapides LA																																							

40. Agency Data	41.	42.	43.	44.
45. Educational Level	46. Year Degree Attained	47. Academic Discipline	48. Functional Class	49. Citizenship 1 1 - USA 8 - Other
50. Veterans Status N Non-Vet		51. Supervisory Status 2 Supv/Mgr		

PART C - Reviews and Approvals (Not to be used by requesting office.)

1. Office/Function	Initials/Signature	Date	Office/Function	Initials/Signature	Date
A.			D.		
B.			E.		
C.			F.		

2. Approval: I certify that the information entered on this form is accurate and that the proposed action is in compliance with statutory and regulatory requirements.

Signature **TIA STANLEY** Digitally signed by TIA STANLEY
Date: 2019.03.04 13:12:40 -0500

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52-118

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Editions Prior to 7/91 Are Not Usable After 6/30/93
NSN 7540-01-333-6239

Standard Form 52
Rev. 7/91
U.S. Office of Personnel Management
FPM Supp. 296-33, Subch. 3

REQUEST FOR PERSONNEL ACTION

PART A - Requesting Office (Also complete Part B, Items 1, 7-22, 32, 33, 36, and 39.)

1. Action Requested 90 lay detail to Acting Associate Chief for Conservation, NRCS	2. Request Number
3. For Additional Information Call (Name and Telephone Number) Melissa A. Drummond, Chief Human Capital Officer (202) 720-7847	4. Proposed Effective Date 12/3/2018
5. Action Requested By (Typed Name, Title, Signature, and Request Date) James Clover Adams, Chief of Staff, FPAC 11/16/18	6. Action Authorized by (Typed Name, Title, Signature, and Concurrence Date) Bill Worthey, Under Secretary, FPAC 12/16/18

PART B - For Preparation of SF 50 (Use only codes in FPM Supplement 292-1. Show all dates in month-day-year order.)

1. Name (Last, First, Middle) Norton, Kevin	2. Social Security Number	3. Date of Birth	4. Effective Date 12/2/2018
FIRST ACTION		SECOND ACTION	
5-A. Code 930 Detail WTE 3/3/2019	5-B. Nature of Action	6-A. Code	6-B. Nature of Action
5-C. Code	5-D. Legal Authority	6-C. Code	6-D. Legal Authority
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority
7. FROM: Position Title and Number State Consist		15. TO: Position Title and Number Acting Associate Chief for Conservation, NRCS	
8. Pay Plan GS	9. Occ. Code 0457	10. Grade or Level	11. Step or Rate
12A. Basic Pay	12B. Locality Adj.	12C. Adj. Basic Pay	12D. Other Pay
13. Pay Basis	16. Pay Plan	17. Occ. Code	18. Grade or Level
19. Step or Rate	20. Total Salary/Award	21. Pay Basis	
14. Name and Location of Position's Organization NRCS Southeast Region		22. Name and Location of Position's Organization NRCS	

EMPLOYEE DATA

23. Veterans Preference 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%	24. Tenure (b) (6) - None (b) (6) - Permanent 2 - Conditional 3 - Indefinite	25. Agency Use	26. Veterans Pref for RIF (b) (6)
27. FEGLI	28. Annuitant Indicator	29. Pay Rate Determinant	
30. Retirement Plan	31. Service Comp. Date (Leave)	32. Work Schedule	33. Part-time Hours Per Biweekly Pay Period

POSITION DATA

34. Position Occupied 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career	35. FLSA Category E - Exempt N - Nonexempt	36. Appropriation Code	37. Bargaining Unit Status 8888
38. Duty Station Code 11-0010-0001	39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC		

40. Agency Data	41.	42.	43.	44.
45. Educational Level	46. Year Degree Attained	47. Academic Discipline	48. Functional Class	49. Citizenship 1 - USA 8 - Other
50. Veterans Status		51. Supervisory Status		

PART C - Reviews and Approvals (Not to be used by requesting office.)

1. Office/Function	Initials/Signature	Date	Office/Function	Initials/Signature	Date
A.			D.		
B.			E.		
C.			F.		

2. Approval: I certify that the information entered on this form is accurate and that the proposed action is in compliance with statutory and regulatory requirements.

Signature _____ Approval Date _____

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USDA-19-0067-B-000068

NSN 7540-01-9358-239

Standard Form 52
Rev. 7/91
U.S. Office of Personnel Management
FPM Supp. 296-33, Subch. 3

REQUEST FOR PERSONNEL ACTION

PART A - Requesting Office (Also complete Part B, Items 1, 7-22, 23, 32,33, and 39)

1. Actions Requested Detail		2. Request Number
3. For Additional Information Call (Typed Name and Telephone Number) Zakee Gordon (202)720-1057		4. Proposed Effective Date
5. Action Requested By (Typed Name, Title, Signature and Request Date)		6. Action Authorized By (Typed Name, Title, Signature, and Concurrence Date) Don Bice, Deputy Assistant Secretary For Administration 4/7/18

PART B - For Preparation of SF 50 (Use only codes in FPM Supplement 292-1. Show all dates in month-day-year order.)

1. Name (Last, First, Middle) Murphy, Virginia		2. Social Security Number	3. Date of Birth	4. Effective Date 04/15/2018
FIRST ACTION		SECOND ACTION		
5-A. Code	5-B. Nature of Action Detail NTE: 90 Days (7/14/18)	6-A. Code	6-B. Nature of Action	
5-C. Code	5-D. Legal Authority	6-C. Code	6-D. Legal Authority	
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority	
7. FROM: Position Title and Number ASSISTANT DEPUTY ADMINISTRATOR DAES1156 011560		15. TO: Position Title and Number Deputy Director, Office of Procurement and Property Management DAES98023		
8. Pay Plan ES	9. Occ. Code 0401	10. Grade or Level 00	11. Step or Rate 00	12. Total Salary PA
12A. Basic Pay	12B. Locality Adj. 00	12C. Adj. Basic Pay	12D. Other Pay 00	
14. Name and Location of Position's Organization ANIMAL AND PLANT HEALTH INSPECTION SER PLANT PROTECTION & QUARANTINE ANALYSIS & INFO MGMNT		22. Name and Location of Position's Organization Departmental Administration Office of Procurement and Property Management		

EMPLOYEE DATA

23. Veterans Preference (b) (6) 1 - None 3 - 10 Point/Disability 5 - 10 Point/Other (6) 2 - 5-point 4 - 10-Point/Compensable 6 - 10-point/Compensable/30%		24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite		25. Agency Use	26. Veterans Preference for RIF (b) (6)
27. EEO-1 (b) (6)		28. Acquisition Indicator		29. Pay Rate Determinant	
30. Retirement Plan		31. Service Comp. Date (Leave)		32. Work Schedule F Full time	
33. Part-Time Hours Per Biweekly Pay Period					

POSITION DATA

34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved		35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status 8888	
38. Duty Station Code 11-0010-001		39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC					
40. Agency Data	41.	42.	43.	44.			
45. Educational Level	46. Year Degree Attained	47. Academic Discipline	48. Functional Class	49. Citizenship 1 - USA 8 - Other	50. Veterans Status	51. Supervisory Status	

PART C - Review and Approvals (Not to be used by requesting office)

1. Office/Function	Initials/Signature	Date	Office/Function	Initials/Signature	Date
A. ERMD	<i>Z. Gordon</i>	4/9/18	D.		
B. ASA			E.		
C.			F.		
2. Approval: I certify that the information entered on this form is accurate and that the proposed action is in compliance with statutory and regulatory requirements.			Signature		Approval Date

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OVER

Editions Prior to 7/91 Are Not Usable After 6/30/93
NSN 7540-01-333-6239

USDA-19-0062-B-000069

DATE: May 3, 2018

**TO: Jim Eichhorst
State Executive Director, Maryland
Farm Service Agency
United States Department of Agriculture**

**FROM: Andrew Tobin
Alternate Designated Agency Ethics Official and
Deputy Director, Office of Ethics
United States Department of Agriculture**

**ANDREW
TOBIN** Digitally signed by
ANDREW TOBIN
Date: 2018.05.03
09:51:26 -04'00'

SUBJECT: Authorization for Particular Matters with the State of Maryland

Introduction:

This memo provides formal authorization for you to participate, as the Farm Service Agency State Executive Director for the State of Maryland, in specific matters involving your most recent previous employer, the State of Maryland ("SSMD") pursuant to the Standards of Ethical Conduct at 5 C.F.R. Section 2635.502(d). Since you are a political appointee, you are subject to both the Standards of Ethical Conduct (5 C.F.R. Part 2635) as well as President Trump's Executive Order No. 13770 which requires Administration appointees to sign and adhere to the Ethics Pledge. The Ethics Pledge at E.O. 13770 Section 2(j) defines a former employer as:

"any person for whom the appointee has within the 2 years prior to the date of his or her appointment served as an employee, officer, director, trustee, or general partner, anyone except that "former employer" does not include any executive agency or other entity of the Federal Government, State or local government, the District of Columbia, Native American tribe, or any United States territory or possession."

(Underlining supplied).

As noted above, the Ethics Pledge's restrictions do not apply when an appointee's former employer is an "entity of the Federal Government, State or local government" This is a common-sense exclusion of State Government from the definition of a "former employer," since the Federal government has a long history and strong interest in working collaboratively with State Governments to benefit the public.

While SMD is not considered a former employer for purposes of the President's Ethics Pledge, it is considered a former employer for purposes of the Standards of Ethical Conduct's impartiality regulations. The impartiality rules impose a one-year cooling off period on all incoming new employees regarding particular matters involving their former employer. 5 C.F.R. Section 2635.502(b)(1)(iv). However, the rules also provide a common-sense method for allowing

employees to participate in such matters where the potential risk of an appearance of losing impartiality on balance is determined to be minimal and outweighed by the benefit to the public. In such situation, a neutral Ethics Official must issue a written authorization, in accordance with the Standards of Ethical Conduct (at 5 C.F.R. Section 2635.502(d)), which permits an employee to work with his or her former employer. **Pursuant to the authority provided to me in Section 2635.502(d), and for the reasons detailed below, this memorandum constitutes formal authorization permitting you to work collaboratively, in your USDA position, with your former State Government employer, the State of Maryland.**

Factual Background:

From August 2015 to November 2017, you were employed by the State of Maryland as the Deputy Secretary of Agriculture. The Maryland Department of Agriculture's mission is to provide leadership and support to agriculture and the citizens of Maryland by conducting regulatory, service, and educational activities that assure consumer confidence, protect the environment, and promote agriculture. In your role as Deputy Secretary, you were responsible, in part, for managing the Maryland Department of Agriculture's 350 employees and \$100 million annual budget. You also represented the Governor and Secretary of Agriculture at various public appearances across the state and served on the following boards:

- Maryland Agricultural Education Foundation
- LEAD Maryland
- Maryland Agricultural Land Preservation Foundation

You were appointed the State Executive Director for USDA Farm Service Agency (FSA) in Maryland as of November 26, 2017, and thus you are under a one year cooling off period until November 26, 2018. Your current situation involves two primary areas of concern:

- You have been invited by the Rural Maryland Council (RMC), and Maryland state governmental entity that brings together citizens, community-based organizations, federal, state, county and municipal government officials as well as representatives of the for-profit and nonprofit sectors to collectively address the needs of Rural Maryland, to serve as a committee member on the RMC Agriculture and Natural Resource Committee. The Agriculture and Natural Resource Committee will work to improve the economic opportunities, income, and well-being of Maryland's rural residents by strengthening their capacity to compete in the global economy through sustainable development of natural resources.

More specifically, the potential goals and outcomes for the Committee will include:

- Implementing Statewide Plan for Agriculture.
- Addressing Issues affecting new and beginning farmers

The Committee will meet for the first time in late-May/early-June and on a quarterly basis thereafter.

- While you are permitted to attend events that are about general policy and involve a multiplicity of stakeholders, you are not permitted to then have discussions with SMD staff about specific initiatives involving their agency or FSA program participants. Thus, there have been lost opportunities to facilitate coordination and communication between FSA and the state and local government entities. Further there is substantial overlap between the programs administered by FSA and SMD, which makes communications with state and local government officials vital. State appointees under this Administration, are being encouraged to broker partnerships between all levels of government and private industry. Moreover, FSA State Executive Directors have been specifically charged with working closely with State Agriculture officials including the Commissioner by the Administration and your being precluded has created an obstacle. Your ability to convene external stakeholders on specific initiatives is considerably restricted if you are not allowed to participate in matters where the state may also be involved.

Ethics Analysis: The Standards of Ethical Conduct impose a six-factor test for determining whether an authorization to participate is justified. Your situation meets all six factors.

An authorization to participate despite having a covered relationship¹ is appropriate only when the interest of the Government in the employee's participation outweighs the concern that a reasonable person may question the integrity of the agency's programs and operations. The Office of Ethics makes this determination in writing by weighing six factors, as established in the Standards of Ethical Conduct:

Below is my analysis, based upon the information you have provided to the Office of Ethics:

Nature of your relationship with SMD: You do not have any ongoing financial ties with the State of Maryland. Thus, you do not have a financial conflict of interest under 18 U.S.C. § 208(a)(1).

¹ An employee is deemed to have a "covered relationship" with, among others, "any person for whom the employee has, within the last year, served as officer, director, trustee, general partner, agent, attorney, consultant, contractor or employee. 5 C.F.R. § 2635.502(b)(1)(iv) (underlining supplied).

(1) The nature of the relationship involved;

(2) The effect that resolution of the matter would have upon the financial interests of the person involved in the relationship;

(3) The nature and importance of the employee's role in the matter, including the extent to which the employee is called upon to exercise discretion in the matter;

(4) The sensitivity of the matter;

(5) The difficulty of reassigning the matter to another employee; and (6) Adjustments that may be made in the employee's duties that would reduce or eliminate the likelihood that a reasonable person would question the employee's impartiality.

Effect of FSA matters upon the financial interests of SMD: Although the mission of the Maryland Department of Agriculture aligns very closely with that of FSA, it is important to note that SMD is not an eligible recipient of funding from FSA. As such, you are not able to directly affect the financial interests of the state in your current position. You may, however, be called upon to meet and establish partnerships with SMD officials to benefit farmers throughout the state.

The Role of the State Executive Director and the sensitivity of the matters (factors three and four): Your role as FSA State Executive Director in the USDA's ongoing coordination with SMD is a critical one but not particularly "sensitive" as characterized by these regulations. You will not be heading up any confidential investigation or audit of SMD's compliance with FSA programs. While you are the FSA State Executive Director, you report directly to FSA senior leadership in Washington, DC and must discuss significant matters with FSA's senior leadership for their concurrence. Your role as State Executive Director is largely to facilitate communications between all relevant parties and to lead FSA's efforts in Maryland to educate external stakeholders on the Federal programs available to assist agricultural producers at all levels.

Difficulty of reassignment of all matters involving SMD: It would be unnecessarily burdensome to USDA FSA to reassign all communications about the current and potential initiatives involving FSA and the state of Maryland. Your role as the State Executive Director is one with a high level of public visibility. It is not reasonably possible to simply assign a neighboring state's FSA State Executive Director to the many matters in Maryland that involve SMD. It is similarly not a prudent use of taxpayer funds to send a senior official on official travel from FSA headquarters in Washington, DC to replace you in the various meetings where SMD Ag is also involved. Further, the career staff on board in Maryland, while very experienced in FSA Programs, does not currently possess the expertise to deal with the many and varied programs administered by SMD.

Adjustments to your duties to ensure public trust: Since SMD is not an eligible recipient of funding from FSA programs, and both FSA and SMD share a common mission of assisting and educating agricultural producers in the state, I do not believe that adjustments to your duties are required. Your participation as the main point of contact for coordination between the various levels of government in Maryland is key to the success of agriculture in the state, while the risk of public perception issues due to your former employment relationship with SMD is minimal and outweighed by the fact that the other party here is a State government acting as USDA's partner for the betterment of its citizens.

Conclusion

As USDA's Alternate Designated Agency Ethics Official, I have determined that your participation in those government matters where the State of Maryland is also involved as a stakeholder will not impose a significant appearance risk, because the State government is obligated to act for the benefit of its citizenry. As a result, a member of the general public with knowledge of all the relevant factors would not question FSA's ability to be impartial in the administration of FSA programs. Although you have not participated in any matters involving SMD as a State Executive Director for Maryland's Farm Service Agency Office thus far, your Maryland-specific expertise in agricultural education and development programs means that your future participation will be of

substantial benefit for the Department of Agriculture and for successfully implementing the Department's agenda throughout the State of Maryland.

For the reasons detailed above, this memorandum constitutes the required written determination by me, as USDA's Designated Agency Ethics Official, authorizing your participation in those FSA matters involving SMD. **This authorization is effective immediately and means that you may properly communicate with former colleagues at SMD in your official role as FSA State Executive Director.**

If you have any questions, please do not hesitate to contact me at Andrew.Tobin@oe.usda.gov or via telephone at (202) 720-2251.

DATE: April 27, 2018

**TO: David Lavway
State Executive Director, Maine
Farm Service Agency
United States Department of Agriculture**

**FROM: Andrew Tobin
Alternate Designated Agency Ethics Official and
Deputy Director, Office of Ethics
United States Department of Agriculture**

**ANDREW
TOBIN** Digitally signed by
ANDREW TOBIN
Date: 2018.05.03
08:04:47 -04'00'

SUBJECT: Authorization for Particular Matters with the State of Maine

Introduction:

This memo provides formal authorization for you to participate, as the Farm Service Agency State Executive Director for the State of Maine, in specific matters involving your most recent previous employer, the Maine Department of Agriculture, Conservation and Forestry ("ME Ag") pursuant to the Standards of Ethical Conduct at 5 C.F.R. Section 2635.502(d). Since you are a political appointee, you are subject to both the Standards of Ethical Conduct (5 C.F.R. Part 2635) as well as President Trump's Executive Order No. 13770 which requires Administration appointees to sign and adhere to the Ethics Pledge. The Ethics Pledge at E.O. 13770 Section 2(j) defines a former employer as:

"any person for whom the appointee has within the 2 years prior to the date of his or her appointment served as an employee, officer, director, trustee, or general partner, anyone except that "former employer" does not include any executive agency or other entity of the Federal Government, State or local government, the District of Columbia, Native American tribe, or any United States territory or possession."

(Underlining supplied).

As noted above, the Ethics Pledge's restrictions do not apply when an appointee's former employer is an "entity of the Federal Government, State or local government" This is a common-sense exclusion of State Government from the definition of a "former employer," since the Federal government has a long history and strong interest in working collaboratively with State Governments to benefit the public.

While ME Ag is not considered a former employer for purposes of the President's Ethics Pledge, it is considered a former employer for purposes of the Standards of Ethical Conduct's impartiality regulations. The impartiality rules impose a one-year cooling off period on all incoming new employees regarding particular matters involving their former employer. 5 C.F.R Section 2635.502(b)(1)(iv). However, the rules also provide a common-sense method for allowing

employees to participate in such matters where the potential risk of an appearance of losing impartiality on balance is determined to be minimal and outweighed by the benefit to the public. In such situation, a neutral Ethics Official must issue a written authorization, in accordance with the Standards of Ethical Conduct (at 5 C.F.R. Section 2635.502(d)), which permits an employee to work with his or her former employer. **Pursuant to the authority provided to me in Section 2635.502(d), and for the reasons detailed below, this memorandum constitutes formal authorization permitting you to work collaboratively, in your USDA position, with your former State Government employer, ME Ag.**

Factual Background:

From February 2015 to September of 2017, you were employed by the State of Maine as the Deputy Commissioner for Operations at the Department of Administrative and Financial Services. In that role, you were responsible, in part, for managing the organization that provides a number of financial and administrative services to both members of the public and various agencies of state government, including:

- Preparing and submitting, at the direction of the governor or governor-elect, the budget document that is considered by the Maine Legislature every two years;
- Managing and processing the payroll for nearly 12,000 state employees;
- Setting policy for and overseeing the fiscal, human resource, technological, and facilities needs of state government; and
- Collecting the tax, liquor, and lottery revenues that flow to the General Fund, supporting activities across state government.

Prior to joining the Department of Administrative and Financial Services, you served from July 2011 to February 2015 in various positions within ME Ag, including Deputy Commissioner and Division Director of Animal and Plant Health. In addition to managing the state's abundant natural resources, the ME Ag provides educational resources to Maine farmers, market development expertise, and financial assistance in the form of grants and loans. ME Ag also administers the state's conservation programs and provides resources to beginning farmers and ranchers in Maine.

You were appointed the State Executive Director for USDA Farm Service Agency (FSA) in Maine as of October 30, 2017, and thus you are under a one year cooling off period until October 30, 2018. Your current situation involves two primary areas of concern:

- You have been invited by the Governor of Maine to participate in a May 29th meeting of a limited group of agricultural leaders from throughout the state to discuss a concern that funding sources imbalance competition in the agricultural sector. Your counterpart, the State Director for Rural Development in Maine, has also been invited. The invitation letter expresses a desire to increase support for smaller scale, local producers and optimizing investments in agriculture to maximize the potential for success. More specifically, meeting

invitees are asked to provide their thoughts on the following topics and draw on specific examples to do so:

- objectives of your public entity or non-profit as a Maine agricultural funder,
 - suggestions to leverage various funding sources as collaborators vs. competitors,
 - funding needs of for-profit farms and food enterprises,
 - effective avenues for farmers to voice any concerns regarding market interference.
- While you are permitted to attend events that are about general policy and involve a multiplicity of stakeholders, you are not permitted to then have discussions with the ME Ag staff about specific initiatives involving their agency or FSA program participants. Thus, there have been lost opportunities to facilitate coordination and communication between FSA and the state and local government entities. Further there is substantial overlap between the programs administered by FSA and ME Ag, which makes communications with state and local government officials vital. State appointees under this Administration, are being encouraged to broker partnerships between all levels of government and private industry. Moreover, FSA State Executive Directors have been specifically charged with working closely with State Agriculture officials including the Commissioner by the Administration and your being precluded has created an obstacle. Your ability to convene external stakeholders on specific initiatives is considerably restricted if you are not allowed to participate in matters where ME Ag may also be involved.

Ethics Analysis: The Standards of Ethical Conduct impose a six-factor test for determining whether an authorization to participate is justified. Your situation meets all six factors.

An authorization to participate despite having a covered relationship¹ is appropriate only when the interest of the Government in the employee's participation outweighs the concern that a reasonable person may question the integrity of the agency's programs and operations. The Office of Ethics makes this determination in writing by weighing six factors, as established in the Standards of Ethical Conduct:

¹ An employee is deemed to have a "covered relationship" with, among others, "any person for whom the employee has, within the last year, served as officer, director, trustee, general partner, agent, attorney, consultant, contractor or employee. 5 C.F.R. § 2635.502(b)(1)(iv) (underlining supplied).

(1) The nature of the relationship involved;

(2) The effect that resolution of the matter would have upon the financial interests of the person involved in the relationship;

(3) The nature and importance of the employee's role in the matter, including the extent to which the employee is called upon to exercise discretion in the matter;

(4) The sensitivity of the matter;

(5) The difficulty of reassigning the matter to another employee; and (6) Adjustments that may be made in the employee's duties that would reduce or eliminate the likelihood that a reasonable person would question the employee's impartiality.

Below is my analysis, based upon the information you have provided to the Office of Ethics:

Nature of your relationship with ME Ag: You have confirmed that you do not have any ongoing financial ties with the State of Maine. Thus, you do not have a financial conflict of interest under 18 U.S.C. § 208(a)(1). Additionally, because you spent your final 2.5 years of service with the state as the Deputy Commissioner for Operations at the Department of Administrative and Financial Services, you are at this point more than three years removed from employment with ME Ag. The potential appearance risks to the USDA are less in your situation than in one where an employee was more recently employed by the state department with which he would most frequently interact.

Effect of FSA matters upon the financial interests of ME Ag: Although the mission of ME Ag aligns very closely with that of FSA, it is important to note that ME Ag is not an eligible recipient of funding from FSA. As such, you are not able to directly affect the financial interests of ME AG in your current position. You may, however, be called upon to meet and establish partnerships with ME Ag officials to benefit farmers throughout the state.

The Role of the State Executive Director and the sensitivity of the matters (factors three and four): Your role as FSA State Executive Director in the USDA's ongoing coordination with ME Ag is a critical one but not particularly "sensitive" as characterized by these regulations. You will not be heading up any confidential investigation or audit of ME Ag's compliance with FSA programs. While you are the FSA State Executive Director, you report directly to FSA senior leadership in Washington, DC and must discuss significant matters with FSA's senior leadership for their concurrence. Your role as State Executive Director is largely to facilitate communications between all relevant parties and to lead FSA's efforts in Maine to educate external stakeholders on the Federal programs available to assist agricultural producers at all levels.

Difficulty of reassignment of all matters involving ME Ag: It would be unnecessarily burdensome to USDA FSA to reassign all communications about the current and potential initiatives involving FSA and ME Ag. Your role as the State Executive Director is one with a high level of public visibility. It is not reasonably possible to simply assign a neighboring state's FSA State Executive Director to the many matters in Maine that involve ME Ag. It is similarly not possible (and not a prudent use of taxpayer money) to send a senior official on official travel from FSA headquarters in Washington, DC to replace you in the various meetings where ME Ag is also involved. Further, the career staff on board in Maine, while very experienced in FSA Programs, does not currently possess the expertise to deal with the many and varied programs administered by ME Ag.

Adjustments to your duties to ensure public trust: Since ME Ag is not an eligible recipient of funding from FSA programs, and both FSA and ME Ag share a common mission of assisting and educating agricultural producers in the state, I do not believe that adjustments to your duties are required. Your participation as the main point of contact for coordination between the various levels of government in Maine is key to the success of agriculture in the state, while the risk of public perception issues due to your former employment relationship with ME Ag is minimal and outweighed by the fact that the other party here is a State government acting as USDA's partner for the betterment of its citizens.

Conclusion

As USDA's Alternate Designated Agency Ethics Official, I have determined that your participation in those government matters where ME Ag is also involved as a stakeholder will not impose a significant appearance risk, because the State government is obligated to act for the benefit of its citizenry. As a result, a member of the general public with knowledge of all the relevant factors would not question FSA's ability to be impartial in the administration of FSA programs. Although you have not participated in any matters involving ME Ag as a State Executive Director for Maine's Farm Service Agency Office thus far, your Maine-specific expertise in agricultural education and development programs means that your future participation will be of substantial benefit for the Department of Agriculture and for successfully implementing the Department's agenda throughout the State of Maine.

For the reasons detailed above, this memorandum constitutes the required written determination by me, as USDA's Designated Agency Ethics Official, authorizing your participation in those FSA matters involving ME Ag. **This authorization is effective immediately and means that you may properly communicate with former colleagues at ME Ag in your official role as FSA State Executive Director.**

If you have any questions, please do not hesitate to contact me at Andrew.Tobin@oe.usda.gov or via telephone at (202) 720-2251.

DATE: April 23, 2018

TO: Jason Allen
State Director, Michigan
Rural Development
United States Department of Agriculture

THROUGH: Mark Sanborn
Chief of Staff
Rural Development
United States Department of Agriculture

FROM: Stuart Bender /*Stuart Bender*/
Designated Agency Ethics Official and
Director, Office of Ethics
United States Department of Agriculture

SUBJECT: Authorization for Particular Matters with the State of Michigan

Introduction:

This memo provides formal authorization for you to participate, as the Rural Development State Director for the State of Michigan, in specific matters involving your most recent previous employer, the Michigan Department of Agriculture and Rural Development (“MI Ag”) pursuant to the Standards of Ethical Conduct at 5 C.F.R. Section 2635.502(d). Since you are a political appointee, you are subject to both the Standards of Ethical Conduct (5 C.F.R. Part 2635) as well as President Trump’s Executive Order No. 13770 which requires Administration appointees to sign and adhere to the Ethics Pledge. The Ethics Pledge at E.O. 13770 Section 2(j) defines a former employer as:

“any person for whom the appointee has within the 2 years prior to the date of his or her appointment served as an employee, officer, director, trustee, or general partner, anyone “except that ‘former employer’ does not include any executive agency or other entity of the Federal Government, State or local government, the District of Columbia, Native American tribe, or any United States territory or possession.”

(Underling supplied).

As noted above, the Ethics Pledge’s restrictions do not apply when an appointee’s former employer is an “entity of the Federal Government, State or local government” This is a common-sense exclusion of State Government from the definition of a “former employer,” since

the Federal government has a long history and strong interest in working collaboratively with State Governments to benefit the public.

While MI Ag is not considered a former employer for purposes of the President's Ethics Pledge, it is considered a former employer for purposes of the Standards of Ethical Conduct's impartiality regulations. The impartiality rules impose a one-year cooling off period on all incoming new employees regarding particular matters involving their former employer. 5 C.F.R. Section 2635.502(b)(1)(iv). However, the rules also provide a common-sense method for allowing employees to participate in such matters where the potential risk of an appearance of losing impartiality on balance is determined to be minimal and outweighed by the benefit to the public. In such situation, a neutral Ethics Official must issue a written authorization, in accordance with the Standards of Ethical Conduct (at 5 C.F.R. Section 2635.502(d)), which permits an employee to work with his or her former employer. **Pursuant to the authority provided to me in Section 2635.502(d), and for the reasons detailed below, this memorandum constitutes formal authorization permitting you to work collaborative, in your USDA position, with your former State Government employer, MI Ag.**

Factual Background:

From January to September of 2017, you were employed as an Economic Development Specialist with MI Ag. In that role, you:

- Acted as the Director's agent in chairing the Rural Development Fund of Michigan. This Fund takes profits from the State of Michigan's mining trust and reinvests those profits in rural Michigan. While this investment fund is independent from USDA RD funding, its investment projects take place in nearly every rural Michigan county that is also eligible to participate in USDA RD's programs.
- Acted as advisor to the Director on various state-wide initiatives to attract large processing facilities to rural Michigan, especially in the sectors of dairy, dessert and snack companies, and craft brewing.
- Assisted with "Business Retention and Expansion" visits, where you coordinated meetings with cherry producers and local mom and pop shops. The goal of these visits was to facilitate the usage of state and local government programs in order to increase economic opportunities for upper Michigan's local businesses.

You were appointed the State Director for USDA Rural Development (RD) in Michigan as of October 29, 2017, and thus you are under a one year cooling off period until October 29, 2018. Your current situation involves three main areas of concern:

- The current Director of MI Ag is often included in events for external stakeholders that you now attend in your official RD capacity as State Director. While you are

permitted to attend events that are about general policy and involve a multiplicity of stakeholders, you are not permitted to then have discussions with the MI Ag Director about specific projects involving their agency and RD program participants. Thus, there have been repeated lost opportunities to facilitate coordination and communication between RD and the state and local government entities.

- Multiple public private partnership opportunities involving MI business entities require RD leadership in the state to encourage communications with state and local government officials. State Directors under this Administration, especially, are being encouraged to broker partnerships between all levels of government and private industry. Your ability to convene external stakeholders on specific projects involving specific rural counties is considerably restricted if you are not allowed to participate in matters where MI Ag may also be involved as a co-funder.
- Finally, RD has ongoing projects with MI Ag where your role as State Director involves coordinating meetings with all involved parties to ensure the projects are successfully completed.

Ethics Analysis: The Standards of Ethical Conduct impose a six-factor test for determining whether an authorization to participate is justified. Your situation meets all six factors.

An authorization to participate despite having a covered relationship¹ is appropriate only when the interest of the Government in the employee's participation outweighs the concern that a reasonable person may question the integrity of the agency's programs and operations. The Office of Ethics makes this determination in writing by weighing six factors, as established in the Standards of Ethical Conduct:

- (1) The nature of the relationship involved;
- (2) The effect that resolution of the matter would have upon the financial interests of the person involved in the relationship;
- (3) The nature and importance of the employee's role in the matter, including the extent to which the employee is called upon to exercise discretion in the matter;
- (4) The sensitivity of the matter;
- (5) The difficulty of reassigning the matter to another employee; and

¹ An employee is deemed to have a “covered relationship” with, among others, “any person for whom the employee has, within the last year, served as officer, director, trustee, general partner, agent, attorney, consultant, contractor or employee. 5 C.F.R. § 2635.502(b)(1)(iv) (underlining supplied).

(6) Adjustments that may be made in the employee's duties that would reduce or eliminate the likelihood that a reasonable person would question the employee's impartiality.

Below is my analysis, based upon the information you have provided to the Office of Ethics:

Nature of your relationship with MI Ag: You have confirmed that you do not have any ongoing financial ties with MI Ag. Thus, you do not have a financial conflict of interest under 18 U.S.C. § 208(a)(1). Your employment with MI Ag was less than nine (9) months total, paid at a level of approximately \$62,000 per year, and you were not a supervisor of record. The potential appearance risks to the USDA are less in your situation than in one where the former employment relationship was much longer and with more formal responsibilities. The fact that you were hired by MI Ag in order to focus primarily upon economic development efforts with private businesses, i.e. entities who are not RD program participants, is also an important factor to this impartiality analysis.

Effect of RD matters upon the financial interests of MI Ag: The role of MI Ag is somewhat unique when compared to other state agricultural or rural development agencies in the executive branch. MI Ag has sources of funding independent of the state's legislative branch, including the Rural Development Fund of MI, which is a re-investment fund for the profits from the state's mining trusts. Thus, MI Ag is often a co-funder rather than a fund recipient when it comes to RD projects. In addition, in RD programs where the MI Ag may be a direct program participant, the national RD offices headquartered in Washington, DC, are also involved in the approval process for those projects, as each RD program—RUS, RHS, RBS—has specific protocols and procedural safeguards.

The Role of the State Director and the sensitivity of the matters (factors three and four): Your role as RD State Director in the USDA's ongoing coordination with MI Ag is a critical one but not particularly "sensitive" as characterized by these regulations. You will not be heading up any confidential investigation or audit of MI Ag's compliance with RD programs. While you are the RD State Director, you report directly to RD senior leadership in Washington, DC and must discuss significant matters with RD's senior leadership for their concurrence. Your role as State Director is largely to facilitate communications between all relevant parties and to lead RD's efforts in Michigan to engage external stakeholders, both in the private sector as well as on all levels of state and local government. You have explained that MI Ag's current initiatives are highly relevant to the Secretary's goals for USDA, such as: increasing rural broadband, ensuring adequate housing for farm workers, and supporting economic redevelopment efforts for small towns in rural communities.

Difficulty of reassignment of all matters involving MI Ag: It would be unnecessarily burdensome to USDA RD to reassign all communications about the many current and potential specific projects involving RD and MI Ag. Your role as the State Director is one with a high level of public visibility. It is not reasonably possible to simply assign a neighboring state's RD State Director to the many matters in MI that involve MI Ag. It is similarly not possible (and not a prudent use of taxpayer money) to send a senior official on official travel from RD headquarters in Washington, DC to replace you in the many various meetings and projects where

MI Ag is also involved. Finally, based upon the information you have provided to this office, I understand that your deputy is not available to assist you with outside stakeholders because his role is focused exclusively on internal RD management and internal organizational issues and he is already overtaxed overseeing and troubleshooting internal operations.

Adjustments to your duties to ensure public trust: The co-reporting structure of RD programs provides a sufficient safeguard such that no adjustments to your duties are required. As a long-standing structural safeguard, any significant “specific party matters” for RUS, RBS, or RHS programs will be conducted by MI RD employees who also must report these matters to RD leadership in Washington, DC. This means that RFUS, RBS, or RHS officials will be reviewing these matters. As a result of RD’s co-reporting structure, you as State Director, do not need to have final approval authority for RD projects where MI Ag receives substantial financial benefit as a direct recipient. Also, any potential appearance issues are minimized in those situations where MI Ag is acting as a co-funder of a project rather than as a direct recipient. Your participation as the main point of contact for coordination between the various levels of government in Michigan is key to the success of many economic development projects in the State Michigan, while the risk of public perception issues due to your brief employment relationship with MI Ag is minimal and outweighed by the fact that the other party here is a State government acting as USDA’s partner for the betterment of its citizens.

Conclusion

As USDA’s Designated Agency Ethics Official, I have determined that your participation in those government matters where MI Ag is also involved as a stakeholder will not impose a significant appearance risk, because the State government is obligated to act for the benefit of its citizenry. As a result, a member of the general public with knowledge of all the relevant factors would not question RD’s ability to be impartial in the administration of RD programs. Although you have not participated in any matters involving MI Ag as a State Director for Michigan’s Rural Development Office thus far, your Michigan-specific expertise in rural investment and economic development programs means that your future participation will be of substantial benefit for the Department of Agriculture and for successfully implementing the Department’s agenda throughout the State of Michigan.

For the reasons detailed above, this memorandum constitutes the required written determination by me, as USDA’s Designated Agency Ethics Official, authorizing your participation in those RD matters involving MI Ag. **This authorization is effective immediately and means that you may properly communicate with former colleagues at MI Ag in your official role as RD State Director.**

If you have any questions, please do not hesitate to contact me at Stuart.Bender@oe.usda.gov or via telephone at (202) 720-2251.

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) ROLLINS, ANDREW BLAKE					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 05/13/18							
FIRST ACTION					SECOND ACTION											
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT			6-A. Code		6-B. Nature of Action									
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority									
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority									
7. FROM: Position Title and Number DIR, INTERGOVERNMENTAL AFFAIRS DGS98086 98086					15. TO: Position Title and Number DIR, INTERGOVERNMENTAL AFFAIRS 91000962 373749											
8. Pay Plan		9. Occ. Code	10. Grade or Level 13	11. Step or Rate 02	12. Total Salary 100,203.00		13. Pay Basis PA		16. Pay Plan GS		17. Occ. Code 0301	18. Grade or Level 14	19. Step or Rate 01	20. Total Salary/Award 114,590.00		21. Pay Basis PA
12A. Basic Pay 78,149.00		12B. Locality Adj. 22,054.00		12C. Adj. Basic Pay 100,203.00		12D. Other Pay .00		20A. Basic Pay 89,370.00		20B. Locality Adj. 25,220.00		20C. Adj. Basic Pay 114,590.00		20D. Other Pay .00		
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS AG 010104000000000000 PP 10 2018											
EMPLOYEE DATA																
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)						
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE								
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA																
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888						
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC												
40. Agency Data		41.		42.		43.		44.								
45. Remarks																
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000085											
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 05/22/18												

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) ROLLINS, ANDREW BLAKE					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 12/09/18							
FIRST ACTION					SECOND ACTION											
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT			6-A. Code		6-B. Nature of Action									
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority									
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority									
7. FROM: Position Title and Number DIR, INTERGOVERNMENTAL AFFAIRS 91000962 373749					15. TO: Position Title and Number DEPUTY COS FOR OUTREACH 91034450 382767											
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 14	19. Step or Rate 01	20. Total Salary/Award 114,590.00		21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 89,370.00		20B. Locality Adj. 25,220.00		20C. Adj. Basic Pay 114,590.00		20D. Other Pay .00		
14. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE AG 010100000000000000 PP 25 2018											
EMPLOYEE DATA																
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)						
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE								
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA																
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888						
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC												
40. Agency Data		41.		42.		43.		44.								
45. Remarks																
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE								50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD USDA-19-0062-B-000086								
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 12/14/18												

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) DENSEL, BROCK A				2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 10/14/18															
FIRST ACTION						SECOND ACTION																	
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT				6-A. Code		6-B. Nature of Action															
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313				6-C. Code		6-D. Legal Authority															
5-E. Code		5-F. Legal Authority				6-E. Code		6-F. Legal Authority															
7. FROM: Position Title and Number LEGISLATIVE ANALYST GS98059 98059						15. TO: Position Title and Number POLICY ADVISOR 91026241 381119																	
8. Pay Plan		9. Occ. Code		10. Grade or Level 11		11. Step or Rate 02		12. Total Salary 70,304.00		13. Pay Basis PA		16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 12		19. Step or Rate 01		20. Total Salary/Award 81,548.00		21. Pay Basis PA	
12A. Basic Pay 54,831.00		12B. Locality Adj. 15,473.00		12C. Adj. Basic Pay 70,304.00		12D. Other Pay .00		20A. Basic Pay 63,600.00		20B. Locality Adj. 17,948.00		20C. Adj. Basic Pay 81,548.00		20D. Other Pay .00									
14. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS						22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE UNDER SEC RES, EDUC, & ECONOM AG 010111000000000000 PP 21 2018																	
EMPLOYEE DATA																							
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite						25. Agency Use		26. Veterans Preference for RIF (b) (6)									
27. FEGLI (b) (6)						28. Annuitant Indicator (b) (6)						29. Pay Rate Determinant 0 NOT APPLICABLE											
30. Retirement Plan (b) (6)						31. Service Comp. Date (Leave) (b) (6)						32. Work Schedule F FULL TIME						33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA																							
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved						35. FLSA Category E E - Exempt N - Nonexempt						36. Appropriation Code						37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001						39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC																	
40. Agency Data		41.		42.		43.		44.															
45. Remarks																							
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE												50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD											
47. Agency Code AG 01		48. Personnel Office ID 5330				49. Approval Date 10/17/18				USDA-19-0062-B-000087													

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) MILLER, CARLY JEAN				2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 07/22/18															
FIRST ACTION						SECOND ACTION																	
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT				6-A. Code		6-B. Nature of Action															
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313				6-C. Code		6-D. Legal Authority															
5-E. Code		5-F. Legal Authority				6-E. Code		6-F. Legal Authority															
7. FROM: Position Title and Number WHITE HOUSE LIAISON GS98097 98097						15. TO: Position Title and Number WHITE HOUSE LIAISON 91013011 377148																	
8. Pay Plan		9. Occ. Code		10. Grade or Level 13		11. Step or Rate		12. Total Salary 96,970.00		13. Pay Basis PA		16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 14		19. Step or Rate 01		20. Total Salary/Award 114,590.00		21. Pay Basis PA	
12A. Basic Pay 75,628.00		12B. Locality Adj. 21,342.00		12C. Adj. Basic Pay 96,970.00		12D. Other Pay .00		20A. Basic Pay 89,370.00		20B. Locality Adj. 25,220.00		20C. Adj. Basic Pay 114,590.00		20D. Other Pay .00									
14. Name and Location of Position's Organization						22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE AG 010100000000000000 PP 15 2018																	
EMPLOYEE DATA																							
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%												24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite				25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)												28. Annuitant Indicator (b) (6)				29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)						31. Service Comp. Date (Leave) (b) (6)						32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA																							
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved						35. FLSA Category E E - Exempt N - Nonexempt						36. Appropriation Code						37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001						39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC																	
40. Agency Data		41.		42.		43.		44.															
45. Remarks																							
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE												50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000088											
47. Agency Code AG 01		48. Personnel Office ID 5330				49. Approval Date 07/20/18																	

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) SHUFORD, CAMPBELL EILEEN						2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 05/13/18	
FIRST ACTION						SECOND ACTION					
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT				6-A. Code		6-B. Nature of Action			
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313				6-C. Code		6-D. Legal Authority			
5-E. Code		5-F. Legal Authority				6-E. Code		6-F. Legal Authority			
7. FROM: Position Title and Number CONFIDENTIAL ASSISTANT 90934148 359881						15. TO: Position Title and Number DIRECTOR OF POLICY COORDINATION 91001270 373797					
8. Pay Plan		9. Occ. Code		10. Grade or Level 11		11. Step or Rate 02		12. Total Salary 70,304.00		13. Pay Basis PA	
12A. Basic Pay 54,831.00		12B. Locality Adj. 15,473.00		12C. Adj. Basic Pay 70,304.00		12D. Other Pay .00		16. Pay Plan GS		17. Occ. Code 0301	
								18. Grade or Level 12		19. Step or Rate 01	
								20. Total Salary/Award 81,548.00		21. Pay Basis PA	
20A. Basic Pay 63,600.00		20B. Locality Adj. 17,948.00		20C. Adj. Basic Pay 81,548.00		20D. Other Pay .00					
14. Name and Location of Position's Organization						22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE AG 010100000000000000 PP 10 2018					
EMPLOYEE DATA											
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF (b) (6)	
27. FEGLI (b) (6)						28. Annuitant Indicator (b) (6)		29. Pay Rate Determinant 0 NOT APPLICABLE			
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA											
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status 8888			
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC							
40. Agency Data		41.		42.		43.		44.			
45. Remarks											
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000089					
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 05/22/18							

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) CULLO, DIANE L						2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 05/14/18			
FIRST ACTION						SECOND ACTION							
5-A. Code 546		5-B. Nature of Action CONV TO SES NONCAREER APPT				6-A. Code		6-B. Nature of Action					
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A) NONCAR				6-C. Code		6-D. Legal Authority					
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652				6-E. Code		6-F. Legal Authority					
7. FROM: Position Title and Number SPECIAL ASSISTANT 90941859 360197						15. TO: Position Title and Number DIRECTOR, OPPE 91000915 373743							
8. Pay Plan GS		9. Occ. Code	10. Grade or Level 15	11. Step or Rate 02	12. Total Salary 139,282.00	13. Pay Basis PA	16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 165,000.00	21. Pay Basis PA	
12A. Basic Pay 108,627.00		12B. Locality Adj. 30,655.00		12C. Adj. Basic Pay 139,282.00		12D. Other Pay .00	20A. Basic Pay 165,000.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 165,000.00		20D. Other Pay .00
14. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS						22. Name and Location of Position's Organization OFFICE OF ADVOCACY AND OUTREACH OFFICE OF THE DIRECTOR AG AO0100000000000000 PP 10 2018							
EMPLOYEE DATA													
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)		
27. FEGLI (b) (6)						28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE				
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period				
POSITION DATA													
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888			
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC									
40. Agency Data		41.		42.		43.		44.					
45. Remarks VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.													
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000090							
47. Agency Code AG AO		48. Personnel Office ID 5330		49. Approval Date 05/22/18									

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) PETERSON, DANA JEAN						2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 10/14/18			
FIRST ACTION						SECOND ACTION							
5-A. Code 546		5-B. Nature of Action CONV TO SES NONCAREER APPT				6-A. Code		6-B. Nature of Action					
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A) NONCAR				6-C. Code		6-D. Legal Authority					
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652				6-E. Code		6-F. Legal Authority					
7. FROM: Position Title and Number SENIOR ADVISOR EXTERNAL AFFAIRS 91003424 374268						15. TO: Position Title and Number CHIEF OF STAFF 91026111 381079							
8. Pay Plan GS		9. Occ. Code	10. Grade or Level 12	11. Step or Rate 01	12. Total Salary 81,548.00	13. Pay Basis PA	16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 150,000.00	21. Pay Basis PA	
12A. Basic Pay 63,600.00		12B. Locality Adj. 17,948.00		12C. Adj. Basic Pay 81,548.00		12D. Other Pay .00	20A. Basic Pay 150,000.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 150,000.00		20D. Other Pay .00
14. Name and Location of Position's Organization RURAL DEVELOPMENT OFFICE OF THE ADMINISTRATOR						22. Name and Location of Position's Organization RURAL UTILITIES SERVICE OFFICE OF THE ADMINISTRATOR AG 151100000000000000 PP 21 2018							
EMPLOYEE DATA													
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)		
27. FEGLI (b) (6)						28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE				
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period				
POSITION DATA													
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888			
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC									
40. Agency Data		41.		42.		43.		44.					
45. Remarks													
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: ARANA PETTYJOHN ACTING HR DIRECTOR USDA-19-0062-B-000091							
47. Agency Code AG 15		48. Personnel Office ID 4916		49. Approval Date 10/17/18									

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BUCKMAN, EMILY ESTELLE					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 12/23/18							
FIRST ACTION					SECOND ACTION											
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT			6-A. Code		6-B. Nature of Action									
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority									
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority									
7. FROM: Position Title and Number CONFIDENTIAL ASSISTANT 90977137 981080					15. TO: Position Title and Number POLICY ADVISOR 91035465 382975											
8. Pay Plan		9. Occ. Code	10. Grade or Level 09	11. Step or Rate 05	12. Total Salary 63,732.00		13. Pay Basis PA		16. Pay Plan GS		17. Occ. Code 0301	18. Grade or Level 11	19. Step or Rate 01	20. Total Salary/Award 68,036.00		21. Pay Basis PA
12A. Basic Pay 49,705.00		12B. Locality Adj. 14,027.00		12C. Adj. Basic Pay 63,732.00		12D. Other Pay .00		20A. Basic Pay 53,062.00		20B. Locality Adj. 14,974.00		20C. Adj. Basic Pay 68,036.00		20D. Other Pay .00		
14. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE UNDER SEC FOOD,NUTRI, CONS SVC					22. Name and Location of Position's Organization RURAL DEVELOPMENT OFFICE OF THE ADMINISTRATOR AG 071100000000000000 PP 26 2018											
EMPLOYEE DATA																
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)						
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE								
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA																
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888						
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC												
40. Agency Data		41.		42.		43.		44.								
45. Remarks APPOINTMENT IS INDEFINITE. APPOINTMENT AFFIDAVIT EXECUTED 11/02/2017 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: (b) (6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE.																
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE							50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: ARANA PETTYJOHN ACTING HUMAN RESOURCE DIRECTOR USDA-19-0062-B-000092									
47. Agency Code AG 07		48. Personnel Office ID 4916			49. Approval Date 12/21/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) GONZALEZ JR, GILBERT G					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 04/29/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number CHIEF OF STAFF GS00212 00212					15. TO: Position Title and Number SENIOR ADVISOR 90996683 373140										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 15	19. Step or Rate 03	20. Total Salary/Award 143,774.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 112,131.00		20B. Locality Adj. 31,643.00		20C. Adj. Basic Pay 143,774.00		20D. Other Pay .00	
14. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE					22. Name and Location of Position's Organization RURAL BUSINESS-COOPERATIVE SERVICE OFFICE OF THE ADMINISTRATOR AG 321100000000000000 PP 09 2018										
EMPLOYEE DATA															
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved			35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888						
38. Duty Station Code 11-0010-001			39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC												
40. Agency Data		41.		42.		43.		44.							
45. Remarks															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000093										
47. Agency Code AG 32		48. Personnel Office ID 5330		49. Approval Date 05/11/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BRIDGFORTH, HENRY TURNER					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 10/28/18							
FIRST ACTION					SECOND ACTION											
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT			6-A. Code		6-B. Nature of Action									
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority									
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority									
7. FROM: Position Title and Number CONFIDENTIAL ASSISTANT 90992612 372380					15. TO: Position Title and Number POLICY ADVISOR 91029179 381752											
8. Pay Plan		9. Occ. Code	10. Grade or Level 12	11. Step or Rate 02	12. Total Salary 84,266.00		13. Pay Basis PA		16. Pay Plan GS		17. Occ. Code 0301	18. Grade or Level 13	19. Step or Rate 01	20. Total Salary/Award 96,970.00		21. Pay Basis PA
12A. Basic Pay 65,720.00		12B. Locality Adj. 18,546.00		12C. Adj. Basic Pay 84,266.00		12D. Other Pay .00		20A. Basic Pay 75,628.00		20B. Locality Adj. 21,342.00		20C. Adj. Basic Pay 96,970.00		20D. Other Pay .00		
14. Name and Location of Position's Organization RURAL UTILITIES SERVICE OFFICE OF THE ADMINISTRATOR					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE UND SEC FOR MKTG & REG PROGMS											
					AG 010105000000000000 PP 22 2018											
EMPLOYEE DATA																
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)						
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE								
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA																
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888						
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC												
40. Agency Data		41.		42.		43.		44.								
45. Remarks																
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE																
47. Agency Code AG 01				48. Personnel Office ID 5330		49. Approval Date 11/05/18		50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD								
USDA-19-0062-B-000094																

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BONFITTO, JORDAN PATRICK						2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 04/29/18	
FIRST ACTION						SECOND ACTION					
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT				6-A. Code		6-B. Nature of Action			
5-C. Code Y7M		5-D. Legal Authority SCH C 213 33013				6-C. Code		6-D. Legal Authority			
5-E. Code		5-F. Legal Authority				6-E. Code		6-F. Legal Authority			
7. FROM: Position Title and Number STAFF ASSISTANT GS98093 98093						15. TO: Position Title and Number ASSOCIATE DIRECTOR 90996660 373137					
8. Pay Plan		9. Occ. Code		10. Grade or Level 07		11. Step or Rate		12. Total Salary 45,972.00		13. Pay Basis PA	
12A. Basic Pay 35,854.00		12B. Locality Adj. 10,118.00		12C. Adj. Basic Pay 45,972.00		12D. Other Pay .00		16. Pay Plan GS		17. Occ. Code 0301	
								18. Grade or Level 09		19. Step or Rate 01	
								20. Total Salary/Award 56,233.00		21. Pay Basis PA	
20A. Basic Pay 43,857.00		20B. Locality Adj. 12,376.00		20C. Adj. Basic Pay 56,233.00		20D. Other Pay .00					
14. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE						22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS AG 010104000000000000 PP 09 2018					
EMPLOYEE DATA											
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF (b) (6)	
27. FEGLI (b) (6)						28. Annuitant Indicator (b) (6)		29. Pay Rate Determinant 0 NOT APPLICABLE			
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA											
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status 8888			
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC							
40. Agency Data		41.		42.		43.		44.			
45. Remarks											
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000095					
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 05/08/18							

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) FRENCH, JACOB						2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 05/27/18	
FIRST ACTION						SECOND ACTION					
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT				6-A. Code		6-B. Nature of Action			
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313				6-C. Code		6-D. Legal Authority			
5-E. Code		5-F. Legal Authority				6-E. Code		6-F. Legal Authority			
7. FROM: Position Title and Number STAFF ASSISANT 90934174 359884						15. TO: Position Title and Number CONFIDENTIAL ASSISTANT 91003417 374264					
8. Pay Plan		9. Occ. Code		10. Grade or Level 09		11. Step or Rate 02		12. Total Salary 58,108.00		13. Pay Basis PA	
16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 11		19. Step or Rate 01		20. Total Salary/Award 68,036.00		21. Pay Basis PA	
12A. Basic Pay 45,319.00		12B. Locality Adj. 12,789.00		12C. Adj. Basic Pay 58,108.00		12D. Other Pay .00		20A. Basic Pay 53,062.00		20B. Locality Adj. 14,974.00	
								20C. Adj. Basic Pay 68,036.00		20D. Other Pay .00	
14. Name and Location of Position's Organization						22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE UNDER SEC FOR FOOD SAFETY AG 010112000000000000 PP 11 2018					
EMPLOYEE DATA											
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF (b) (6)	
27. FEGLI (b) (6)						28. Annuitant Indicator (b) (6)		29. Pay Rate Determinant 0 NOT APPLICABLE			
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA											
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status 8888			
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC							
40. Agency Data		41.		42.		43.		44.			
45. Remarks											
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000096					
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 06/01/18							

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) MILLER, JANNINE MARIE				2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 09/16/18					
FIRST ACTION					SECOND ACTION								
5-A. Code 546		5-B. Nature of Action CONV TO SES NONCAREER APPT			6-A. Code		6-B. Nature of Action						
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A) NONCAR			6-C. Code		6-D. Legal Authority						
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652			6-E. Code		6-F. Legal Authority						
7. FROM: Position Title and Number SENIOR ADVISOR RURAL INFRASTRUCTURE 90996691 373143					15. TO: Position Title and Number SENIOR ADVISOR 91022689 379417								
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary 153,000.00	13. Pay Basis PA	16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 168,300.00	21. Pay Basis PA	
12A. Basic Pay 153,000.00		12B. Locality Adj. .00		12C. Adj. Basic Pay 153,000.00		12D. Other Pay .00	20A. Basic Pay 168,300.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 168,300.00		20D. Other Pay .00
14. Name and Location of Position's Organization RURAL UTILITIES SERVICE OFFICE OF THE ADMINISTRATOR							22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE AG 010100000000000000 PP 19 2018						
EMPLOYEE DATA													
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%							24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF (b) (6)		
27. FEGLI (b) (6)							28. Annuitant Indicator (b) (6)		29. Pay Rate Determinant 0 NOT APPLICABLE				
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period				
POSITION DATA													
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888				
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC									
40. Agency Data		41.		42.		43.		44.					
45. Remarks VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. APPOINTMENT AFFIDAVIT EXECUTED 07/09/2017 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: (b) (6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.													
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE							50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD						
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 09/21/18		USDA-19-0062-B-000097							

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) YOUNG, JOBY FREEMAN					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 09/30/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 546		5-B. Nature of Action CONV TO SES NONCAREER APPT			6-A. Code		6-B. Nature of Action								
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A) NONCAR			6-C. Code		6-D. Legal Authority								
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number CHIEF OF STAFF ES98017 98017					15. TO: Position Title and Number CHIEF OF STAFF, RD 90996673 373138										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 165,000.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 165,000.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 165,000.00		20D. Other Pay .00	
14. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE AG 010100000000000000 PP 20 2018										
EMPLOYEE DATA															
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period						
POSITION DATA															
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD USDA-19-0062-B-000098										
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 10/04/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BARNES, KELSEY NICOLE						2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 04/15/18	
FIRST ACTION						SECOND ACTION					
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT				6-A. Code		6-B. Nature of Action			
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313				6-C. Code		6-D. Legal Authority			
5-E. Code		5-F. Legal Authority				6-E. Code		6-F. Legal Authority			
7. FROM: Position Title and Number STAFF ASSISTANT GS00208 00208						15. TO: Position Title and Number STAFF ASSISTANT 90993229 372521					
8. Pay Plan		9. Occ. Code		10. Grade or Level 07		11. Step or Rate		12. Total Salary 45,972.00		13. Pay Basis PA	
16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 09		19. Step or Rate 01		20. Total Salary/Award 56,233.00		21. Pay Basis PA	
12A. Basic Pay 35,854.00		12B. Locality Adj. 10,118.00		12C. Adj. Basic Pay 45,972.00		12D. Other Pay .00		20A. Basic Pay 43,857.00		20B. Locality Adj. 12,376.00	
								20C. Adj. Basic Pay 56,233.00		20D. Other Pay .00	
14. Name and Location of Position's Organization						22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS AG 010104000000000000 PP 08 2018					
EMPLOYEE DATA											
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF (b) (6)	
27. FEGLI (b) (6)						28. Annuitant Indicator (b) (6)		29. Pay Rate Determinant 0 NOT APPLICABLE			
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA											
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status 8888			
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC							
40. Agency Data		41.		42.		43.		44.			
45. Remarks											
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000099					
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 04/20/18							

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BRADY, LILLIE JENKINS					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 12/09/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number STAFF ASSISTANT GS00603 00603					15. TO: Position Title and Number OCR ASSOC DIRECTOR 91034461 382769										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 09	19. Step or Rate 01	20. Total Salary/Award 56,233.00		21. Pay Basis PA
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 43,857.00		20B. Locality Adj. 12,376.00		20C. Adj. Basic Pay 56,233.00		20D. Other Pay .00	
14. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS AG 010104000000000000 PP 25 2018										
EMPLOYEE DATA															
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period						
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD USDA-19-0062-B-000100										
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 12/14/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) SULLIVAN, LAUREN ELIZABETH						2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 09/16/18	
FIRST ACTION						SECOND ACTION					
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT				6-A. Code		6-B. Nature of Action			
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313				6-C. Code		6-D. Legal Authority			
5-E. Code		5-F. Legal Authority				6-E. Code		6-F. Legal Authority			
7. FROM: Position Title and Number SCHEDULER 90954304 98080						15. TO: Position Title and Number SCHEDULER 91022703 379419					
8. Pay Plan		9. Occ. Code		10. Grade or Level 12		11. Step or Rate 02		12. Total Salary 84,266.00		13. Pay Basis PA	
16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 13		19. Step or Rate 01		20. Total Salary/Award 96,970.00		21. Pay Basis PA	
12A. Basic Pay 65,720.00		12B. Locality Adj. 18,546.00		12C. Adj. Basic Pay 84,266.00		12D. Other Pay .00		20A. Basic Pay 75,628.00		20B. Locality Adj. 21,342.00	
				20C. Adj. Basic Pay 96,970.00		20D. Other Pay .00					
14. Name and Location of Position's Organization						22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE AG 010100000000000000 PP 19 2018					
EMPLOYEE DATA											
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF (b) (6)	
27. FEGLI (b) (6)						28. Annuitant Indicator (b) (6)		29. Pay Rate Determinant 0 NOT APPLICABLE			
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA											
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status 8888			
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC							
40. Agency Data		41.		42.		43.		44.			
45. Remarks											
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD					
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 09/21/18		USDA-19-0062-B-000101					

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) GILES, MISTY ANN					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 12/09/18					
FIRST ACTION					SECOND ACTION									
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT			6-A. Code		6-B. Nature of Action							
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority							
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority							
7. FROM: Position Title and Number SENIOR ADVISOR GS98106 98106					15. TO: Position Title and Number SENIOR ADVISOR 91034458 382768									
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis	16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 15	19. Step or Rate 02	20. Total Salary/Award 139,282.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 108,627.00		20B. Locality Adj. 30,655.00		20C. Adj. Basic Pay 139,282.00		20D. Other Pay .00
14. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS					22. Name and Location of Position's Organization RURAL DEVELOPMENT OFFICE OF THE ADMINISTRATOR AG 071100000000000000 PP 25 2018									
EMPLOYEE DATA														
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)				
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE						
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period						
POSITION DATA														
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved			35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001			39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.						
45. Remarks														
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD USDA-19-0062-B-000102									
47. Agency Code AG 07		48. Personnel Office ID 5330		49. Approval Date 12/14/18										

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) RODGERS, MEGHAN ROSE					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 09/16/18					
FIRST ACTION					SECOND ACTION									
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT			6-A. Code		6-B. Nature of Action							
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority							
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority							
7. FROM: Position Title and Number PRESS SECRETARY GS98095 98095					15. TO: Position Title and Number PRESS SECRETARY 91022699 379418									
8. Pay Plan		9. Occ. Code	10. Grade or Level 12	11. Step or Rate 05	12. Total Salary 92,421.00		13. Pay Basis PA	16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 13	19. Step or Rate 02	20. Total Salary/Award 100,203.00	21. Pay Basis PA	
12A. Basic Pay 72,080.00		12B. Locality Adj. 20,341.00		12C. Adj. Basic Pay 92,421.00		12D. Other Pay .00		20A. Basic Pay 78,149.00		20B. Locality Adj. 22,054.00		20C. Adj. Basic Pay 100,203.00		20D. Other Pay .00
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF COMMUNICATIONS PRESS OPERATIONS PRESS SECRETARY OFFICE AG 130510000000000000 PP 19 2018									
EMPLOYEE DATA														
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)				
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE						
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA														
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC										
40. Agency Data		41.		42.		43.		44.						
45. Remarks														
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE							50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD							
47. Agency Code AG 13		48. Personnel Office ID 5330		49. Approval Date 09/21/18		USDA-19-0062-B-000103								

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) WESTCOTT, NICHOLAS MATTEO						2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 04/01/18	
FIRST ACTION						SECOND ACTION					
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT				6-A. Code		6-B. Nature of Action			
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3333				6-C. Code		6-D. Legal Authority			
5-E. Code		5-F. Legal Authority				6-E. Code		6-F. Legal Authority			
7. FROM: Position Title and Number STAFF ASSISTANT GS98078 98078						15. TO: Position Title and Number ADVANCE LEAD GS01023 01023					
8. Pay Plan		9. Occ. Code		10. Grade or Level 09		11. Step or Rate 02		12. Total Salary 58,108.00		13. Pay Basis PA	
12A. Basic Pay 45,319.00		12B. Locality Adj. 12,789.00		12C. Adj. Basic Pay 58,108.00		12D. Other Pay .00		16. Pay Plan GS		17. Occ. Code 0301	
								18. Grade or Level 11		19. Step or Rate 01	
								20. Total Salary/Award 68,036.00		21. Pay Basis PA	
14. Name and Location of Position's Organization OFFICE OF COMMUNICATIONS OFFICE OF THE DIRECTOR						22. Name and Location of Position's Organization OFFICE OF COMMUNICATIONS PRESS OPERATIONS PRESS SECRETARY OFFICE AG 130510000000000000 PP 07 2018					
EMPLOYEE DATA											
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF (b) (6)	
27. FEGLI (b) (6)						28. Annuitant Indicator (b) (6)		29. Pay Rate Determinant 0 NOT APPLICABLE			
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA											
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888	
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC							
40. Agency Data		41.		42.		43.		44.			
45. Remarks											
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000104					
47. Agency Code AG 13		48. Personnel Office ID 5330		49. Approval Date 04/10/18							

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BACHMANN, PETER OWEN					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 09/30/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number POLICY & CONGRESSIONAL ADVISOR TO THE 91000945 373747					15. TO: Position Title and Number SENIOR ADVISOR TO THE SECRETARY 91024538 380626										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 14	19. Step or Rate 01	20. Total Salary/Award 114,590.00	21. Pay Basis PA	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 89,370.00		20B. Locality Adj. 25,220.00		20C. Adj. Basic Pay 114,590.00		20D. Other Pay .00	
14. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE AG 010100000000000000 PP 20 2018										
EMPLOYEE DATA															
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period						
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD USDA-19-0062-B-000105										
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 10/04/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BACHMANN, PETER OWEN						2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 05/13/18	
FIRST ACTION						SECOND ACTION					
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT				6-A. Code		6-B. Nature of Action			
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313				6-C. Code		6-D. Legal Authority			
5-E. Code		5-F. Legal Authority				6-E. Code		6-F. Legal Authority			
7. FROM: Position Title and Number POLICY ADVISOR GS98087 98087						15. TO: Position Title and Number POLICY & CONGRESSIONAL ADVISOR TO THE 91000945 373747					
8. Pay Plan		9. Occ. Code		10. Grade or Level 13		11. Step or Rate 04		12. Total Salary 106,668.00		13. Pay Basis PA	
16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 14		19. Step or Rate 01		20. Total Salary/Award 114,590.00		21. Pay Basis PA	
12A. Basic Pay 83,191.00		12B. Locality Adj. 23,477.00		12C. Adj. Basic Pay 106,668.00		12D. Other Pay .00		20A. Basic Pay 89,370.00		20B. Locality Adj. 25,220.00	
								20C. Adj. Basic Pay 114,590.00		20D. Other Pay .00	
14. Name and Location of Position's Organization						22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CONG RELS AG 010104000000000000 PP 10 2018					
EMPLOYEE DATA											
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF (b) (6)	
27. FEGLI (b) (6)						28. Annuitant Indicator (b) (6)		29. Pay Rate Determinant 0 NOT APPLICABLE			
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA											
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status 8888			
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC							
40. Agency Data		41.		42.		43.		44.			
45. Remarks											
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000106					
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 05/22/18							

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BROWNE, PEGGY SUE						2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 09/02/18	
FIRST ACTION						SECOND ACTION					
5-A. Code 546		5-B. Nature of Action CONV TO SES NONCAREER APPT				6-A. Code		6-B. Nature of Action			
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A) NONCAR				6-C. Code		6-D. Legal Authority			
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652				6-E. Code		6-F. Legal Authority			
7. FROM: Position Title and Number STATE EXEC DIR 90414000 030122						15. TO: Position Title and Number DEPUTY ADMINISTRATOR FIELD OPERATIONS 91019725 378802					
8. Pay Plan GS		9. Occ. Code		10. Grade or Level 15		11. Step or Rate 05		12. Total Salary 145,981.00		13. Pay Basis PA	
16. Pay Plan ES		17. Occ. Code 0301		18. Grade or Level 00		19. Step or Rate 00		20. Total Salary/Award 160,000.00		21. Pay Basis PA	
12A. Basic Pay 119,139.00		12B. Locality Adj. 26,842.00		12C. Adj. Basic Pay 145,981.00		12D. Other Pay .00		20A. Basic Pay 160,000.00		20B. Locality Adj. .00	
20C. Adj. Basic Pay 160,000.00		20D. Other Pay .00									
14. Name and Location of Position's Organization FARM SERVICE AGENCY DEP ADM FOR FIELD OPERS OREGON STATE OFFICE OFFICE OF THE STATE EXEC DIR						22. Name and Location of Position's Organization FARM SERVICE AGENCY DEP ADM FOR FIELD OPERS					
						AG FA0500000000000000 PP 18 2018					
EMPLOYEE DATA											
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF (b) (6)	
27. FEGLI (b) (6)						28. Annuitant Indicator (b) (6)		29. Pay Rate Determinant 0 NOT APPLICABLE			
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA											
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status 8888			
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC							
40. Agency Data		41.		42.		43.		44.			
45. Remarks PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.											
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD					
47. Agency Code AG FA		48. Personnel Office ID 5330		49. Approval Date 09/05/18		USDA-19-0062-B-000107					

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) FORDYCE, RICHARD LYNN				2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 05/27/18					
FIRST ACTION				SECOND ACTION									
5-A. Code 546		5-B. Nature of Action CONV TO SES NONCAREER APPT				6-A. Code		6-B. Nature of Action					
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A) NONCAR				6-C. Code		6-D. Legal Authority					
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652				6-E. Code		6-F. Legal Authority					
7. FROM: Position Title and Number STATE EXEC DIR 90584905 030122					15. TO: Position Title and Number ADMINISTRATOR 91003429 374269								
8. Pay Plan GS		9. Occ. Code	10. Grade or Level 15	11. Step or Rate 03	12. Total Salary 129,366.00	13. Pay Basis PA	16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 165,000.00	21. Pay Basis PA	
12A. Basic Pay 112,131.00		12B. Locality Adj. 17,235.00		12C. Adj. Basic Pay 129,366.00		12D. Other Pay .00	20A. Basic Pay 165,000.00		20B. Locality Adj. .00		20C. Adj. Basic Pay 165,000.00		20D. Other Pay .00
14. Name and Location of Position's Organization FARM SERVICE AGENCY DEP ADM FOR FIELD OPERS MISSOURI STATE OFFICE OFFICE OF THE STATE EXEC DIR					22. Name and Location of Position's Organization FARM SERVICE AGENCY OFFICE OF THE ADMINISTRATOR AG FA0100000000000000 PP 11 2018								
EMPLOYEE DATA													
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)			
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE					
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period				
POSITION DATA													
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888				
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC									
40. Agency Data		41.		42.		43.		44.					
45. Remarks APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES (b) (6) REQUIRED. CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: (b) (6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C) . TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.													
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000108							
47. Agency Code AG FA		48. Personnel Office ID 5330		49. Approval Date 06/01/18									

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) PICK, RACHEL HELEN					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 05/13/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number SPECIAL ASSISTANT GS98101 98101					15. TO: Position Title and Number PROGRAM SPECIALIST 91000934 373746										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis	16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 12	19. Step or Rate 03	20. Total Salary/Award 86,984.00	21. Pay Basis PA		
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 67,840.00		20B. Locality Adj. 19,144.00		20C. Adj. Basic Pay 86,984.00		20D. Other Pay .00	
14. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE					22. Name and Location of Position's Organization OFFICE OF ADVOCACY AND OUTREACH OFFICE OF THE DIRECTOR AG AO0100000000000000 PP 10 2018										
EMPLOYEE DATA															
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period						
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC											
40. Agency Data		41.		42.		43.		44.							
45. Remarks															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE					50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: PATRICIA L. MOORE DIRECTOR, HUMAN RESOURCES USDA-19-0062-B-000109										
47. Agency Code AG AO		48. Personnel Office ID 5330		49. Approval Date 05/22/18											

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BARKE, SAMUEL JUSTIN						2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 08/19/18	
FIRST ACTION						SECOND ACTION					
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT				6-A. Code		6-B. Nature of Action			
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313				6-C. Code		6-D. Legal Authority			
5-E. Code		5-F. Legal Authority				6-E. Code		6-F. Legal Authority			
7. FROM: Position Title and Number STAFF ASSISTANT GS98107 98107						15. TO: Position Title and Number ADVANCE LEAD 91018580 378553					
8. Pay Plan		9. Occ. Code		10. Grade or Level 07		11. Step or Rate		12. Total Salary 45,972.00		13. Pay Basis PA	
16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 09		19. Step or Rate 01		20. Total Salary/Award 56,233.00		21. Pay Basis PA	
12A. Basic Pay 35,854.00		12B. Locality Adj. 10,118.00		12C. Adj. Basic Pay 45,972.00		12D. Other Pay .00		20A. Basic Pay 43,857.00		20B. Locality Adj. 12,376.00	
								20C. Adj. Basic Pay 56,233.00		20D. Other Pay .00	
14. Name and Location of Position's Organization						22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE AG 010100000000000000 PP 17 2018					
EMPLOYEE DATA											
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF (b) (6)	
27. FEGLI (b) (6)						28. Annuitant Indicator (b) (6)		29. Pay Rate Determinant 0 NOT APPLICABLE			
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA											
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status 8888			
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC							
40. Agency Data		41.		42.		43.		44.			
45. Remarks											
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD					
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 08/27/18		USDA-19-0062-B-000110					

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BARKE, SAMUEL JUSTIN				2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 08/19/18															
FIRST ACTION						SECOND ACTION																	
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT				6-A. Code		6-B. Nature of Action															
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313				6-C. Code		6-D. Legal Authority															
5-E. Code		5-F. Legal Authority				6-E. Code		6-F. Legal Authority															
7. FROM: Position Title and Number STAFF ASSISTANT GS98107 98107						15. TO: Position Title and Number ADVANCE LEAD 91018580 378553																	
8. Pay Plan		9. Occ. Code		10. Grade or Level 07		11. Step or Rate		12. Total Salary 45,972.00		13. Pay Basis PA		16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 09		19. Step or Rate 01		20. Total Salary/Award 56,233.00		21. Pay Basis PA	
12A. Basic Pay 35,854.00		12B. Locality Adj. 10,118.00		12C. Adj. Basic Pay 45,972.00		12D. Other Pay .00		20A. Basic Pay 43,857.00		20B. Locality Adj. 12,376.00		20C. Adj. Basic Pay 56,233.00		20D. Other Pay .00									
14. Name and Location of Position's Organization						22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE AG 010100000000000000 PP 17 2018																	
EMPLOYEE DATA																							
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%												24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite				25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)												28. Annuitant Indicator (b) (6)				29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)						31. Service Comp. Date (Leave) (b) (6)						32. Work Schedule F FULL TIME				33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA																							
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved						35. FLSA Category E E - Exempt N - Nonexempt				36. Appropriation Code						37. Bargaining Unit Status 8888							
38. Duty Station Code 11-0010-001						39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC																	
40. Agency Data		41.		42.		43.		44.															
45. Remarks																							
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE												50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD USDA-19-0062-B-000111											
47. Agency Code AG 01		48. Personnel Office ID 5330				49. Approval Date 08/27/18																	

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) BARKE, SAMUEL JUSTIN						2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 08/19/18	
FIRST ACTION						SECOND ACTION					
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT				6-A. Code		6-B. Nature of Action			
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313				6-C. Code		6-D. Legal Authority			
5-E. Code		5-F. Legal Authority				6-E. Code		6-F. Legal Authority			
7. FROM: Position Title and Number STAFF ASSISTANT GS98107 98107						15. TO: Position Title and Number ADVANCE LEAD 91018580 378553					
8. Pay Plan		9. Occ. Code		10. Grade or Level 07		11. Step or Rate		12. Total Salary 45,972.00		13. Pay Basis PA	
16. Pay Plan GS		17. Occ. Code 0301		18. Grade or Level 09		19. Step or Rate 01		20. Total Salary/Award 56,233.00		21. Pay Basis PA	
12A. Basic Pay 35,854.00		12B. Locality Adj. 10,118.00		12C. Adj. Basic Pay 45,972.00		12D. Other Pay .00		20A. Basic Pay 43,857.00		20B. Locality Adj. 12,376.00	
								20C. Adj. Basic Pay 56,233.00		20D. Other Pay .00	
14. Name and Location of Position's Organization						22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE AG 010100000000000000 PP 17 2018					
EMPLOYEE DATA											
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%						24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF (b) (6)	
27. FEGLI (b) (6)						28. Annuitant Indicator (b) (6)		29. Pay Rate Determinant 0 NOT APPLICABLE			
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA											
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status 8888			
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC							
40. Agency Data		41.		42.		43.		44.			
45. Remarks											
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD					
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 08/27/18		USDA-19-0062-B-000112					

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (2nd Interim)

1. Name (Last, First, Middle) GWINN, WESLEY ADAM					2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 10/14/18						
FIRST ACTION					SECOND ACTION										
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT			6-A. Code		6-B. Nature of Action								
5-C. Code Y7M		5-D. Legal Authority SCH C 213 3313			6-C. Code		6-D. Legal Authority								
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number CONFIDENTIAL ASSISTANT 91017005 00116					15. TO: Position Title and Number CONFIDENTIAL ASSISTANT 91026248 381122										
8. Pay Plan		9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary		13. Pay Basis	16. Pay Plan	17. Occ. Code	18. Grade or Level	19. Step or Rate	20. Total Salary/Award		21. Pay Basis	
								GS	0301	09	01	56,233.00		PA	
12A. Basic Pay		12B. Locality Adj.		12C. Adj. Basic Pay		12D. Other Pay		20A. Basic Pay		20B. Locality Adj.		20C. Adj. Basic Pay		20D. Other Pay	
		.00				.00		43,857.00		12,376.00		56,233.00		.00	
14. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE UNDER SEC RES, EDUC, & ECONOM					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE UNDER SEC FOOD, NUTRI, CONS SVC										
					AG 010103000000000000 PP 21 2018										
EMPLOYEE DATA															
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%					24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b) (6)					
27. FEGLI (b) (6)					28. Annuitant Indicator (b) (6)			29. Pay Rate Determinant 0 NOT APPLICABLE							
30. Retirement Plan (b) (6)			31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME			33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA															
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved			35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code				37. Bargaining Unit Status 8888						
38. Duty Station Code 11-0010-001			39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC												
40. Agency Data		41.		42.		43.		44.							
45. Remarks															
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE															
47. Agency Code AG 01					48. Personnel Office ID 5330		49. Approval Date 10/31/18		50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD						
USDA-19-0062-B-000113															



United States Department of Agriculture

United States
Department of
Agriculture

Office of the Chief
Information Officer

1400 Independence
Avenue SW
Washington, DC
20250

July 3, 2019

Delivered via Electronic Mail

Austin R. Evers
American Oversight
1030 15th Street NW
Suite B255
Washington, DC 20005
foia@americanoversight.org

**Re: Final Response for Freedom of Information Act (FOIA)
Request No. 2019-DA-01677-F**

Dear Mr. Evers:

This is the Departmental FOIA Office's (DFO) final response to the above-referenced FOIA request, for the following records:

1. Records sufficient to identify all employees who entered into a position at the agency as "political appointees" since the date the search was conducted for FOIA request number 2018-OCIO-01202-F (the "Relevant Date") and the title or position of each employee (to the extent that such individuals have held multiple titles or positions since the Relevant Date, identify each title or position). For purposes of this request, please consider any employee in a PAS position, a presidentially-appointed position, a non-career SES position, a Schedule C position, or any administratively-determined position to be a "political appointee."
2. Records sufficient to identify all career employees who have been detailed into a leadership office or component front office since the Relevant Date (as that term is defined in request 1); the title or position of each employee while on detail; and each employee's originating agency or component, and prior title (to the extent that such individuals have held multiple titles or positions since the Relevant Date, identify each title or position).
3. For each individual identified in response to requests 1 to 2:
 - a. The resume provided by the individual to the agency in connection with determining the appropriate salary for the individual, or, if that is not available, a recent resume contained within the agency's records. We have no objection to the redaction of contact information (addresses, telephone

numbers, e-mail addresses) for the employee or references, or to the redaction of past salary information. Employment, education, and professional association information is not exempt and we object to any redactions of such information.
b. Any conflicts or ethics waivers or authorizations for the individual, including authorizations pursuant to 5 C.F.R. § 2635.502.

c. Records reflecting any recusal determination made or issued for the individual.

d. Copies of any SF-50 forms for the individual reflecting any change in position or title, including when the employee enters or leaves a position. We have no objection to the redaction of home addresses, telephone numbers, or social security numbers from the SF-50s.

4. For all employees who entered into a position at the agency as “political appointees” prior to the Relevant Date (as that term is defined in request 1)], and all career employees who have been detailed into a leadership office or component front office prior to the Relevant Date:

a. Any resume provided by the individual to the agency after the Relevant Date. As noted above, we have no objection to the redaction of contact information (addresses, telephone numbers, e-mail addresses) for the employee or references, or to the redaction of past salary information. Employment, education, and professional association information is not exempt and we object to any redactions of such information.

b. Any conflicts or ethics waivers or authorizations for the individual created after the Relevant Date, including authorizations pursuant to 5 C.F.R. § 2635.502.

c. Records reflecting any recusal determination made or issued for the individual after the Relevant Date.

d. Copies of any SF-50 forms for the individual reflecting any change in position or title, including when the employee enters or leaves a position, created after the Relevant Date. We have no objection to the redaction of home addresses, telephone numbers, or social security numbers from the SF-50s.

Austin R. Evers
2019-DA-01677-F

On April 4, 2019, April 29, 2019, and July 1, 2019, interim responses were provided to you.

Your request was processed under the FOIA, 5 U.S.C. § 552.

A search for responsive records was conducted by the Office of Human Resource Management (OHRM). The OHRM facilitates the attainment of the Department's strategic goals and program objectives by ensuring the recruitment and retention of a diverse, highly-skilled workforce that is aligned with program needs while promoting a competency-based and results-oriented performance culture at USDA. The Executive Resources Management Division (ERMD) supports the OHRM in managing human resource policies and programs for the Senior Executive Service, Senior Level and Scientific personnel, Senior Science and Technology Service personnel, excepted service positions, and political appointments for USDA. The OHRM-ERMD's search produced records responsive to item 3a in relation to individuals responsive to items 1 and 2, totaling one hundred (100) pages and two (2) pages, respectively. Records responsive to item 3d in relation to item 1 were also identified, totaling four (4) pages.

There are no resumes on file for Leslie Barrack and Kevin Norton. They are both career employees detailed into leadership positions identified on the record responsive to item 2.

Please note that subsequent to the release of the list of political appointees responsive to item 1 of the request, the Department identified three additional individuals who were appointed during the responsive time period: Naomi Earp, Scott Hutching, and Mindy Brashears. Their resumes and SF-50 forms are included in this final release.

Following a review of the responsive records, the DFO has determined that information contained in the responsive records should be withheld pursuant to FOIA Exemption 6, U.S.C. § 552(b)(6). Below is an explanation of the information that has been withheld.

FOIA Exemption 6

FOIA Exemption 6 permits the government to withhold information regarding individuals in "personnel, medical and similar files" when the disclosure of such information would constitute a clearly unwarranted invasion of personal privacy and where such privacy interests outweigh any public interest which would be advanced by disclosure. For purposes of the FOIA, the public interest is advanced when disclosure of the requested information educates the public about the activities of the government.

Portions of the records produced as a result of OHRM-ERMD's search efforts were withheld under FOIA Exemption 6. The withheld information consists of: mobile phone numbers, residential addresses, personal email addresses, Grade Point Averages (GPA), social security numbers, dates of birth, an individual's place of birth, marital and familial

Austin R. Evers
2019-DA-01677-F

statuses, health information, political and religious affiliations, information identifying minor children's school and extracurricular activities, the identity and contact information for references, and information relating to retirement plans, military service, and veteran's preference. All these items fall under the category of "similar files" because it applies to a particular individual. Release of personal contact information could subject individuals to unwarranted or unsolicited communications. The other items withheld are purely personal in nature and in this instance not pertinent to the employee's duties. Since there is a viable privacy interest in this information and no outweighing public interest to be advanced by disclosure, FOIA Exemption 6 authorizes the DFO to withhold these items from release.

You may appeal the DFO's determinations by email at USDAFOIA@ocio.usda.gov, or by mail to the Assistant Secretary for Administration at 1400 Independence Avenue, S.W., Whitten Building, Room 209-A, Washington, D.C. 20250-0103. Your appeal must be in writing, and it must be received no later than 90 calendar days from the date of this letter. You may appeal the FS's determinations to the Chief, USDA, Forest Service: 1) by email to woJoia@fsfed.us; 2) by regular mail to Mail Stop 1143, 1400 Independence Avenue, SW, Washington, DC 20250-1143; 3) by Fed Ex or UPS to 20114th Street, SW, Washington, DC 20250-1143 and telephone (202) 205-1542. Appeals will not be considered if received after the 90 calendar-day limit. Appeals received after 5:00 p.m. EST will be considered received the next business day. The appeal letter should include the FOIA tracking number(s) provided above, a copy of the original request, the DFO's response to your original request, and a statement explaining the basis of your appeal. For quickest possible handling, the subject line of your email, the appeal letter, and its envelope, if applicable, should be marked "FOIA Appeal."

You may also seek dispute resolution services from the DFO's FOIA Public Liaison, Ms. Ravoyne Payton at USDAFOIA@ocio.usda.gov.

You also have the option to seek assistance from the Office of Government Information Services (OGIS). Please visit <https://ogis.archives.gov/mediation-program/request-assistance.htm> for information about how to request OGIS assistance in relation to a FOIA request.

Provisions of the FOIA allow us to recover part of the cost of processing your request. In this instance, no fees will be charged.

If you have any questions regarding the processing of this request, please contact Ms. Camille Aponte at (202) 694-5260, or electronically at Camille.Aponte@ocio.usda.gov or USDAFOIA@usda.gov.

For additional information regarding USDA FOIA regulations and processes, please refer to the information available online at www.dm.usda.gov/foia.

Austin R. Evers
2019-DA-01677-F

The DFO Team appreciates the opportunity to assist you with this matter.

Sincerely,

Alexis R. Graves
Departmental FOIA Officer
Office of the Chief Information Officer

Enclosures: Item 3a Records (In re Item 1) (100 pages)
 Item 3a Records (In re Item 2) (2 pages)
 Item 3d Records (In re Item 1) (4 pages)

Lorena Orozco McElwain, SES

(b) (6)

(b) (6)

Objective

Seeking Senior Executive appointment in Trump Administration in the Census Bureau, USDA or DOL

Political Experience

Pre-Federal Employment

- Intern, District Office of Congressman Ron Coleman (TX-16)
- Designed, conducted, analyzed and reported on poll data in 1994 Texas gubernatorial elections in support of George W. Bush's candidacy
- Committee for 1996 debates featuring candidates for the U.S. House of Representatives (TX-16)
- Committee for 1998 Paso del Norte Quadricentennial Celebration, featuring Texas Governor George W. Bush, Chihuahua (Mexico) Governor, and the Spanish Ambassador to the USA

As a Federal Employee in Compliance with the Hatch Act

- Translated civic engagement materials to Spanish and canvassed minority neighborhoods through non-partisan Get Out the Vote sponsored by League of United Latin American Citizens (LULAC)
- Served as Senior Policy Advisor to Congressman Silvestre Reyes (TX-16) to fulfill the rotation requirement of the USDA Senior Executive Service (SES) Candidate Development Program
 - Partnered with USDA, state agencies, schools, grocery stores and the media to conduct outreach to underserved Latino, military, and American Indian communities to improve access to food programs and the 2010 Census
 - Tracked legislation and funding impacting assigned agencies, and implementation of Plan Colombia.
 - As Staff Co-Director of the House Diversity and Innovation Caucus, I led the development of a strategic plan and vote-tracking database for the Caucus; led meetings with the Science Transition Team to address female and minority under-representation in STEM fields. I increased the number of Caucus members in the 111th Congress from 52 to 64, diversifying the demographic composition of the Caucus by implementing strategic outreach efforts (e.g., increased number of Republican Members from 10 (20%) to 26 (40%))

Core Qualifications

- 13 years' experience providing senior/executive leadership and direction to Federal agency management operations in the Executive and Legislative branches, implementing strategic process improvements with measurable outcomes
- 19 years' experience applying quantitative and qualitative methods to enhance agency decision-making, increase minority participation in Federal programs, and leverage internal and external partnerships to advance Agency goals

Work History

- *Director, Business Management & Planning* - Commodity Futures Trading Commission (2017-Present)
- *Director, Office of Diversity & Inclusion* - Commodity Futures Trading Commission (2012 – 2017)
- *Deputy Assistant Administrator for Management* - USDA Food Safety & Inspection Service (2010-2012)
- *Assistant Director, Office of Opportunity, Inclusiveness & Compliance – The Library of Congress* (2010)
- *Director, Civil Rights Division – USDA Food & Nutrition Service* (2007 – 2009)
- *Special Assistant to the Deputy Administrator* - USDA Food & Nutrition Service (2005 – 2007)
- *Statistician* - Drug Enforcement Administration (2004 – 2005)
- *Survey Statistician* - US Census Bureau (1999 – 2004)

Lorena Orozco McElwain, SES

(b) (6)

(b) (6)

Key Professional Accomplishments**Operations Management**

- Currently leading the CFTC's reform efforts in response to President's Executive Order and M-17-22.
- As Deputy Assistant Administrator, led a staff of 380, including senior executives, providing administrative services for 10,000 employees nationwide in 15 district offices, including budget formulation, execution and reconciliation of \$850M annual Agency budget.
- Applied Baldrige principles to FNS program operations, refocusing the Agency's 47 goals to 7 measurable corporate priorities with explicit targets, reducing SNAP program error rate to 3%.
- Improved performance of human resources operations and achieved \$5M Savings through reform. Established data-driven approach to decision-making in personnel and administrative matters.
- Increased timeliness of investigations, causing EEOC to highlight CFTC as a model agency in its 2015 report to Congress for sustaining an average (178 days) well below the Government (451 days).
- As Career Co-Chair of the USDA Civil Rights Oversight Committee, led Lean Six Sigma effort, reducing investigation costs by \$470,700 (30%). On behalf of the Secretary, addressed sensitive matters with socially disadvantaged farmers/ranchers, Congress, academic, community and business leaders.
- Led business process re-engineering; reduced the number of acknowledgement letters sent to complainants from three (3) to one; and reduced the time it took to send letters to complainants from ten (10) to three (3) days. Eliminated program complaint backlog of 7,000 cases within 90 days.
- Chaired EEOC's Proactive Prevention Interagency Workgroup, issuing guidance and metrics to measure effectiveness of Federal agencies' efforts to prevent discrimination.

Census Programs

- Led ground-breaking language research, resulting in the adoption of pre-testing guidelines for questionnaire translations (<https://www.census.gov/srd/papers/pdf/ssm2003-17.pdf>). Oversaw design and pre-testing of Census 2010 bilingual form. Operationalized interviewer variance as source of survey error. Presented this innovative comparative research at national and international conferences, including the U.S. Federal Committee on Statistical Methodology. Advised the Mexican Government and the EU on translation as a source of survey or measurement error.
- Briefed advisory committees on quantitative and qualitative studies to improve the quality of data collected from persons with limited English proficiency, and eliminating barriers to equal access in hard-to-reach communities. Prepared special tabulations for the Voting Rights Act.
- Designed quantitative and qualitative (focus groups, cognitive tests) process improvement studies to enhance the quality of survey and census data, response rates, and field materials.

Education

- Key Executive Leadership Certificate, American University
- M.A. in Political Science (Political Socialization), The University of Texas at El Paso
- Graduate Certificate in International Affairs & Leadership, Georgetown University
- B.A. in Political Science, Minor in Linguistics, The University of Texas at El Paso

Affiliations

- Senior Executive Board Member of the Federal Training Institute, a partnership between the League of United Latin American Citizens (LULAC), OPM, and 70 federal agencies
- Member, Senior Executive Association
- Member, (b) (6)

RICHARD MAYFIELD

(b) (6)

EXECUTIVE MANAGER | INTER-GOVERNMENTAL RELATIONS | PUBLIC AFFAIRS

Extensive track record of delivering high-impact leadership within government, public, and private sectors

Seasoned manager leveraging prolific career experience influencing governmental relations at local, state, and federal levels. Proven ability to direct operations of organizations of various sizes and interests while leading multidisciplinary teams and building sound partnerships between public and private sectors. Adeptly craft tactical action plans, policies, and procedures designed to yield desired short- to long-range objectives. Unmatched knowledge of public policy and administration. Consistently demonstrate exceptional professional judgment and decision making strengths as well as impeccable personal integrity.

CORE COMPETENCIES:

- Program Planning & Management
 - Budget Control & Financial Oversight
 - Cross-Agency Coordination & Collaboration
 - Team Supervision, Training, & Leadership
 - Press Platforms | Media Relations
 - Crisis Management | Issue Resolution
 - Regulatory & Procedural Compliance
 - Stakeholder & Constituent Relations
-

PROFESSIONAL EXPERIENCE

ORANGE COUNTY GOVERNMENT, Middletown, NY

Director, Office of Community Development, 2/2013 – Present

Acting Director, 2011 - 2013

Continued track of internal advancement within County government office to hold responsibility for administering federally-funded entitlement program. Direct staff of 10 while driving fulfillment of U.S. Department of Housing and Urban Development (HUD) program goals and local project priorities. Oversee preparation of and gain HUD approval for plans guiding strategic investment of funds. Manage multiple grant programs, including Community Development Block Grant and HOME Consortium. Bridge and strengthen partnerships among local government, nonprofit, and Continuum of Care Consortium groups. Manage relations with key stakeholders and general public. Act as federal certifying officer while assuring compliance with all HUD-mandated regulations as well as Davis Bacon and Contract Wage Hour Standard, Minority & Women-Owned Business (MWOB) requirements, and Section 3 provision of HUD Act of 1968.

Key Achievements:

- Effectively coordinated over \$67M in economic activity per each fiscal year; increased agency revenue by 15%.
- Negotiated renewal of operating consortium agreements adding new members; obtained HUD approval for annual and five-year plans.
- Boosted agency ranking from 19th in state to 6th, and achieved consistent national ranking of 66th out of 548 total project jurisdictions.
- Keenly kept pulse on issues impacting health of community at-large, including need for funding for quality affordable housing, neighborhood facilities, social services, and revitalization activities.

ORANGE COUNTY GOVERNMENT, Goshen, NY

Director of Operations, Orange County, 4/2010 – 2/2013

Continued...

RICHARD MAYFIELD

PAGE TWO

Charged with overseeing daily operations of entire County government, maintaining best interests of 383K residents across 46 municipalities. Controlled and administered \$712M annual operating budget. Implemented policies dovetailing with County Executive and legislative directives. Directed activities of 2.5K unionized personnel supporting 32 County departments. Liaised among local, state, and federal officials to advance legislative priorities as well as inter-state projects affecting County and surrounding area. Assessed and approved hiring decisions. Executed all Freedom of Information Act (FOIA) requests. Act as dispute resolution officer, driving resolution of disputes between County and contracted vendors.

Key Achievements:

- Excelled in roles as Acting Commissioner of Information Technology and Veterans Affairs Office.
- Entrusted to manage responsibilities as Acting County Executive as needed in County's position of highest civilian authority.
- Provided insightful leadership while exercising control over management decisions of County-owned and operated nursing home; delivered guidance and advised on staffing determinations, admission policies, and reimbursement rate structures.
- Served as member of County Management / Union Contract Negotiation Committee.

ORANGE COUNTY GOVERNMENT, Goshen, NY

Press Secretary | Assistant to County Executive, 1/2007 – 4/2010

As Press Secretary, maintained responsibility for directing all County media operations. Authored official statements, press releases, special proclamations, speeches, and all major public addresses. Arranged press meetings and conferences; acted as County Spokesman while holding briefings for print, radio, and television outlets and handling interviews. Researched, crafted, and delivered testimony to oversight committees. Drafted correspondence for constituent and legislative audiences. Founded and fostered relationships with various traditional and new media outlets on local, regional, and national scales. Trained media response teams. Maintained emergency response communication plans and procedures, confirming alignment with Federal Emergency Management Agency (FEMA) standards.

As Assistant to County Executive, trafficked and advanced directives received from both legislative committees and full legislative body. Resolved multi-level concerns affecting government offices and officials. Supervised operations of 18 County departments, acting as conduit between department offices and County Executive.

Key Achievements:

- Successfully devised and launched influential and well-received mass communication platform to publicize County's initiatives related to multiple health programs, safe driving, Veteran's benefits / services, financial assistance programs, tax rebates, transportation, and medical services.
- Spearheaded project to create web page detailing all Emergency Management protocols to enhance information availability and improve public safety.
- Enriched public relations by initiating development of and maintaining County Facebook page.

NEW YORK STATE ASSEMBLY, Albany, NY

Director, Office of Intergovernmental Relations, 1/2003 – 1/2007

Coordinated activities of eight district offices affiliated with nine counties across New York's Hudson Valley Region. Provided direct leadership to team of four while indirectly managing 16 staff members. Provided insight in establishing legislative priorities impacting region. Acted as liaison with both local and federal government agencies and developed legislative advocacy coalitions. Coordinated press conferences, official field hearings, regional tours, and constituent outreach programs.

Key Achievements:

Continued...

RICHARD MAYFIELD

PAGE THREE

- Advanced legislative agenda by communicating technical information and jargon in easy to understand format.
- Showcased talent for engaging with leaders representing both small and large stakeholder groups and diverse interests and agendas.

U.S. HOUSE OF REPRESENTATIVES, Washington, DC & Middletown, NY

Congressional District Director, 11/2000 – 1/2003

Promoted to take on senior management role, overseeing all operational aspects of four-county congressional district. Defined policies issues, created and administered budget, maintained master schedule / calendar, and steered employee development. Drove consistent, thorough implementation of Congressman's directives. Represented Congressman at district events, providing both prepared and impromptu remarks on local to national issues. Acted as district representative while meeting with local, state, and federal leaders and decision makers in district and Capitol. Maintained awareness of district's legislative priorities and advocated for constituents. Organized interest groups on community level. Trained and mentored 10-person team.

Key Achievements:

- Advanced through earlier roles including **Congressional Director Grants & Projects** ('99 to '00), **Congressional District Office Manager** ('97 to '00), and **Congressional District Assistant / Caseworker** ('93 to '97).

ADDITIONAL EXPERIENCE

Accredited Reporter, STATEWIDE NEWS NETWORK, Middletown, NY

EDUCATION AND CREDENTIALS

BA, Political Science / Government Administration (*summa cum laude*) | ASHFORD UNIVERSITY, Clinton, IA

AA, History | ORANGE COUNTY COMMUNITY COLLEGE, Middletown, NY

Professional Development

New York Guard SPC/E4 Public Affairs Office Headquarters

NYSAC Pelletier Institute Certificate, CORNELL UNIVERSITY

Comptroller Accounting School, NEW YORK STATE

National Incident Command System Training, Series 100-800, FEMA

Crisis Emergency Risk Communication Certificate, CDC

Certified HUD System Administrator, HUD

CPR, AED BASIC FIRST AID, RED CROSS

Licensure

Notary Public, NEW YORK STATE

Affiliations

Board Member, United Way Dutchess/Orange ~ Board Member, MEALS ON WHEELS

Board Member, GILMAN INSTITUTE OF INTERNATIONAL EDUCATION ~ Trustee, HOFFMAN MASONIC LODGE

Elected Committeeman, TOWN OF NEWBURGH ~ Member, KIWANIS ~ Member, POLICE CHIEFS BENEVOLENT ASSOCIATION

Member, FRATERNAL ORDER OF POLICE JASON CONKLIN LODGE ~ Honorary Member, AIR FORCE ASSOCIATION

Honorary Member, VIETNAM VETERANS ASSOCIATION ~ Honorary Member, (b) (6)

Former Member, TOWN ZONING BOARD OF APPEALS

NAOMI CHURCHILL EARP

(b) (6)

cell: (b) (6)

email: (b) (6)

CORE QUALIFICATIONS

- **EXTENSIVE KNOWLEDGE OF EQUAL OPPORTUNITY AND CIVIL RIGHTS LAW**
- **SUBSTANTIAL EXPERIENCE WITH FEDERAL WORKPLACE ISSUES**
- **COMPREHENSIVE EXECUTIVE EXPERIENCE IN PUBLIC SECTOR INCLUDING LEADERSHIP, BUDGET, STRATEGIC ALLIANCES COALITION BUILDING**
- **PREVIOUS EXPERIENCE WITH USDA TITLE VI AND VII ISSUES**

USDA

Served as the Executive Director responsible for investigating and resolving complaints alleging discrimination in policies, procedures and services to minority farmers and ranchers. Completed the first unified affirmative employment program and worked with USDA agencies to address systemic black farmer issues 1987-1990. I served as technical expert on civil rights matters in meetings with the agency leadership including Senate confirmed political appointees. These discussions were as varied as day to day allegations of discrimination in employment and farm loans to outreach strategies on how to attract and retain minorities and women in program management. I drafted legal briefs, complaint decisions, strategic plans, affirmative employment and recruitment plans, and investigative reports.

EDUCATION

J.D., Columbus School of Law, Catholic University, Washington, DC

M.S., Social Studies Education, Indiana University, Bloomington, IN

B.A., Social Work, Norfolk State University, Norfolk, VA

Honorary Doctor of Humane Letters, Norfolk State University, Norfolk, VA

WORK HISTORY

DIRECTOR, WORKFORCE DEVELOPMENT; SOUTHWEST TENNESSEE COMMUNITY COLLEGE; MEMPHIS, TN
February 2015 – April 2016

EEO/LABOR RELATIONS / WORKFORCE INVESTMENT NETWORK; CITY OF MEMPHIS, TN
May 2012 – September 2014

EXECUTIVE DIRECTOR, OPPORTUNITY, INCLUSIVENESS & COMPLIANCE - LIBRARY OF CONGRESS, WASHINGTON, DC
June 2009 – July 2011

CHAIR/VICE CHAIR/COMMISSIONER; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC); WASHINGTON, DC
April 2003 - June 2009

EXECUTIVE DIRECTOR, EQUAL OPPORTUNITY AND DIVERSITY, NATIONAL INSTITUTES OF HEALTH (NIH), WASHINGTON, DC
September 1994 - June 2003

EEO SPECIALIST; FEDERAL AVIATION ADMINISTRATION, U.S. DEPT. OF TRANSPORTATION; WASHINGTON, DC
1991-1993

ASSOCIATE DIRECTOR, ADVOCACY & ENTERPRISE; U.S. DEPT. OF AGRICULTURE; WASHINGTON, DC
1987-1990

Attorney; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC); WASHINGTON, DC
1987-1990

EEO MANAGER; WASHINGTON, DC NAVAL DISTRICT; WASHINGTON, DC
1985-1986

INVESTIGATOR; VETERANS REEMPLOYMENT RIGHTS, U.S. DEPT. OF LABOR; WASHINGTON, DC
1981-1983

CIVIL RIGHT SPECIALIST; ECONOMIC DEVELOPMENT ADMINISTRATION, U.S. DEPT. OF COMMERCE; CHICAGO, IL
1976-1979

PROFESSIONAL ACCOMPLISHMENTS

DIVERSITY, EQUITY, INCLUSION

As Chair of the EEOC I developed and implemented programs for furthering workforce diversity in both federal agencies and corporations. I reviewed and evaluated diversity programs, assessed compliance strategies, and consulted officers of Fortune 100 companies on related matters. I negotiated remedies and used investigation and oversight authority to ensure fairness to both defendants and plaintiffs in workplace disputes. I worked closely with the private sector to drive change and link corporate values to diversity and nondiscrimination policies in industries ranging from finance to manufacturing. I developed and implemented *Youth@Work*, a national education and outreach program to raise awareness and prevent discrimination against teen workers and E-RACE, a strategy to improve enforcement and litigation of charges based on race and color in the 21st century. I reviewed and approved litigation, regulations, and EEOC policies.

EEO COMPLIANCE

At the Library of Congress, NIH, USDA, and other agencies, developed and implemented the Multi-Year Affirmative Employment Program Plans and drafted policies and procedures in conjunction with human resources to achieve a diverse workforce and use culture climate surveys to measure tolerance of those achievements. I've had responsibility directly or as manager for Titles VI, VII and IX, the ADEA, ADA, ADAAA, Genetics Nondiscrimination Act, and Rehabilitation Act, as well as internal and external grievance and complaint procedures.

As a member of various senior executive staffs, I've been responsible for advising and consulting with high level scientists, Nobel Laureates, political appointees, members of Congress, business and industry leaders and other experts on a wide variety of human resource, EEO, minority contracting, compliance, litigation, and diversity policies and procedures; including general workforce studies, diversity in clinical trials, pay equity for women, succession planning, recruitment and retention of women and minorities. In most cases, I had a portfolio of work without direct authority over the parties involved. In those cases, I relied on persuasion and collaboration to successfully advance alternative dispute resolution techniques including creation of the NIH ombudsman office and recruitment of UCLA's ombudsman to head the program. In 2001, the NIH ombudsman was recognized by OPM as one of the best programs in federal government. In 2003, the NIH diversity program also received national recognition. Within 15 months at the Library, I had proven success when I recruited a wheelchair user and two high level Hispanic employees in an environment where there were previously none.

COLLABORATION AND STRATEGIC PARTNERSHIP

In all of my management positions, I've built strategic alliances with non-government stakeholders such as the NAACP, SHRM, Leadership Conference on Human and Civil Rights, and National Liaison Council an industry group that works on federal contractor compliance issues. My outreach to private sector stakeholders includes both the ABA's management and plaintiff bars, unions, right to work advocates, and major corporations and political

leaders. In the 1990s, when I first introduced diversity as a concept broader than race and gender, it was controversial. Since then, I've had many opportunities to convince labor and management that it is the appropriate inclusive framework to use. I use managerial and supervisory training to ensure that my teams exhibit thoughtful and decisive changes in behavior in order to change organizational culture. I've created videos, started a blog and intranet to keep everyone informed in a timely way and to manage rumor and control expectations.

AFFILIATIONS

Member, Pennsylvania Bar Association
Member, U.S. Supreme Court Bar Association
Member, ABA College of Labor and Employment Lawyers
Member, (b) (6)



Scott H. Hutchins

CURRICULUM VITAE

HOME ADDRESS:

(b) (6)

Phone: (b) (6)

(b) (6)

OFFICE ADDRESS:

U.S. Department of Agriculture

1400 Independence Ave, SW

Washington, DC 20250

Phone: 202/720-1542

scott.hutchins@usda.gov

EDUCATION:

High School. Henderson High School (Chamblee, Georgia), 1977.

Bachelor of Science. Auburn University, 1981. Major: Entomology. Specialty in Crop Protection with course work in Entomology (30 credits), Plant Pathology, and Agronomy. GPA: (b) (6)

Master of Science. Mississippi State University, 1983. Major: Entomology. Minors: Weed Science and Experimental Statistics. Thesis Title: *The Effects of Soybean Row Spacing on Spray Penetration and Efficacy of Insecticides Applied with Aerial and Ground Equipment*. Advisor: Dr. Henry N. Pitre. GPA: (b) (6)

Doctor of Philosophy. Iowa State University, 1987. Major: Entomology. Minor: Agricultural Economics. Advanced course work in Plant Nematology, Crop Physiology, Agronomy, and Systems Modeling. Thesis Title: *The Influence of Potato Leafhopper-induced Injury on Crop Developmental Physiology and Economic Utility of Alfalfa*. Advisor: Dr. Larry P. Pedigo. GPA: (b) (6)

PROFESSIONAL DEVELOPMENT:

Certified Credit and Leadership Experience for the Following Major Competencies:

- Six Sigma Leadership: Champions Workshop (1 week), Business Self Assessment (1 week)
- Six Sigma Practitioner: Black Belt Training (4 weeks), Design for Six Sigma (1 week)
- Disney Institute Leadership Development Program
- Babson College – Graduate of 4 week program within Consortium for Executive Development
- Producing Results with Others (Qualified to Teach)
- Managing Interpersonal Relationships (Qualified to Teach)
- Covey Leadership: 7 Habits of Highly Effective People (Qualified to Teach)
- Instructional Design Learning System
- Team Effectiveness (Qualified to Teach)
- Targeted Selection Recruitment/Interviewing
- Performance Management (Qualified to Teach)

Certified Credit for the Following Courses:

- Franklin Time Management / Hobbs Time Management
- Needs Analysis, Evaluation, and Validation of Training

- Effective Classroom Presentations
- Right Way to Manage (Quality Tools)
- Creativity/Innovation Development (Course Development Leader)
- Situational Leadership II
- Managing Diversity
- Behavior-based Performance (BBP) and BBP Observer Training (Safety)
- Dow Ethics Suite of Courses
- Environmental Health & Safety: Leadership at All Levels

EXPERIENCE:

1980. Summer employment with Agricon/AgResearch, Pike Road, Alabama. Responsible for season-long insect scouting over a large acreage of cotton in the Elmore-Autauga County area of Alabama. Also responsible for data collection in pesticide contract research plots near Montgomery, Alabama.

1980-81. Laboratory/Field Technician. Department of Entomology, Auburn University. Initiation and maintenance of greenhouse experiments involving corn and pecan seedlings.

1981-83. Graduate Research Assistant, Department of Entomology, Mississippi State University. Investigation of insecticide penetration and efficacy among soybean plantings of different row spacings; development and evaluation of methods for sampling soybean insects in narrow-row spacings; evaluation of aerial and ground application of insecticides to soybean.

1983-1987. Graduate Research Assistant, Department of Entomology, Iowa State University. Design and implementation of research on pests of alfalfa, especially studies of damage assessment and decision-making guidelines; responsible for insecticide efficacy tests on alfalfa pests including alfalfa weevil, potato leafhopper, pea aphid, and plant bugs; assist with insecticide efficacy testing on major Iowa crops including corn and soybeans; involvement in all project research including studies on common stalk borer in corn and seedcorn maggot, bean-leaf beetle, green cloverworm, and mites on soybeans; also responsible for writing grant proposals and research reports, and collaborating with Dr. Pedigo and graduate students on the design of non-thesis research projects.

1987-1989 (June). Senior Development Biologist, The Dow Chemical Company, Minneapolis. Conduct research on the safe and efficacious use of new and existing insecticides and non-crop herbicides in Minnesota, Wisconsin, and the Dakotas. Establish a data base in support of registration and develop IPM product concepts for local and regional markets. Deliver educational programs to train Minnesota District sales staff on proper use of Dow products and pest management techniques. Chair the Minnesota Issues Management Team and coordinate issues education for local personnel.

1989 (June - Nov.). Technical Training Manager, The Dow Chemical Company, Midland (MI). Develop a structured training curriculum for technical and product instruction directed toward new sales representatives. Coordinate needs analysis for R&D training/education and develop a structured training curriculum for R&D professionals.

1989 - 1991 (August). R&D Recruitment and Professional Development Manager, DowElanco, Indianapolis. Develop a strategy and associated processes for identifying and recruiting new hires for all Research and Development functions, manage the recruitment process (including campus recruitment and aid-to-education programs); coordinate the execution of all R&D training programs for new hires, manage professional development programs for experienced R&D staff; identify and implement *Quality Performance* principles as they apply to R&D functions.

1991 - 1992. R&D Human Resources Manager, DowElanco, Indianapolis. Responsible for all Human Resource needs and issues for North American Crops and Specialty Products R&D, Global Product Development and Field Research, and Environmental Chemistry Laboratories (total of ca. 285 employees). Member of management staffs focused on development, communication, and implementation of benefits, compensation, promotion, and

performance management programs. Responsible for organizational design and optimal deployment of scientists, supervisors, and support staff. Design and management of succession planning and people development activities within R&D (in partnership with line management).

1992 - 1995. Manager, U.S. Crops R&D, DowElanco, Indianapolis. Responsible for all product development planning, field development, and technical service for Insect/Nematode/Disease Management R&D projects within the U.S. Crops business arena. Supervisory responsibility for 5 product development managers/Technical Leaders, 14 field development scientists, and three office professionals. Co-chair of North America Insect/Nematode/Disease Management Business Steering Team. Full accountability for development of new products, management of line extensions for existing commercial products, and integration of all R&D inputs within business planning format.

1995 - 1997 (June). Manager, Global Field Research and Product Development, DowElanco, Indianapolis. Responsible for worldwide product development planning and field research with insect and nematode management technology. Key global projects include spinosad, Sentricon Termite Bait Colony Elimination System, fenazaquin, hexaflumuron, and all new discovery leads and license candidates. Chair for all early stage global product development teams responsible for project staging and budgeting. Member of Discovery Steering Team, Insect Management Strategic Business Team, and Global Field Research Team. Full accountability for R&D components of product development.

1997 - 1999 (November). Leader, North America Technology Development, Dow AgroSciences, Indianapolis. Responsible for all field biology research activities within the North America Trade Area supporting discovery research and five Global Business Units (Insect, Disease, Weed, Urban, Operational Excellence) as well as seven Local Business Units (Western U.S., Midwest U.S., Coastal U.S., Vegetation and Crop Mgt., Urban Pest, Turf & Ornamental, and Canada). Supervisory responsibility for the scientific and administrative staff within the function (ca. 105 people in 40+ locations, >30 Science Interns/Contract Employees, 3 Field Research Centers, >\$20MM Operations Budget). Fully accountable for all aspects of biology associated with product development.

1999 - 2002. Process Leader for Global Product Development Project Management Systems and Functional Champion for Six Sigma Productivity Projects associated with product development. Responsible for the planning integrity and business case development procedures for approximately \$175 MM in product research. Using Six Sigma methodologies, responsible for identification of breakthrough improvements in work process and for assignment/oversight of "Black Belts" (focused full-time quality leaders).

2002 - 2004. Global Leader, Pest Management R&D. Responsible for the strategic direction of technology discovery and development for the global businesses of structural, household, and stored product pest control. Direct responsibility for the Field R&D resources globally and the project management for R&D projects supporting existing and future business. Member of the Global R&D Management Committee/ERC, Pest Management Leadership Team, and Chairman for the Portfolio Management Forum and Technology Steering Committee for the Global Business Unit.

2004 (March) - 2006. Global Leader for Supply R&D. Responsible for the process research, bioprocessing/strain development, specialty synthesis, formulation/delivery system development, analytical/product chemistry, package engineering, and sample shipping for Dow AgroSciences portfolio of products. Direct responsibility for all aspects of providing efficient and value added products for existing and new technologies through a global organization of scientists and technologists. Member of the Global R&D Management Committee/ERC.

2006 - 2009 (August). Global Leader for Crop Protection R&D. Responsible for all technology development of chemical solutions and field characterization of crop trait performance in seeds products with combined functional roles for Supply R&D and Field Science. Responsibility includes all global activities within the function and approximately 450 associates located in all trade zones (> 76 countries) and an operational budget > \$100 Million. Member of the Global R&D Management Committee/ERC.

2009 (September) - 2016. Crop Protection and Seeds Businesses R&D Leader and Global Leader for Crop Protection R&D Function. Chair of the Portfolio Management Forums and responsible for oversight of all Global

Business Unit (GBU) projects and performance characterization of chemical solutions and crop traits. Responsibility includes all global activities across all R&D functions, direct partnership with Commercial Vice Presidents for the GBU and direct line accountability for approximately 400 associates located in all trade zones (> 76 countries) and an operational budget > \$95 Million. Member of the Global R&D Leadership Team, Crop Protection Business Management Team, and Seeds Business Management Team.

2017 – 2018 (November 3). Global R&D Leader for Dow AgroSciences. Chair of the Corporate, Crop Protection, and Seeds Portfolio Management Forums and responsible for oversight of all Global Business Unit (GBU) projects and performance characterization of chemical solutions and crop traits. Responsibility includes all global activities across all R&D functions with direct line accountability for approximately 1,700 associates located in > 76 countries and an operational budget > \$570 Million. Member of the Corporate Management Committee, the Dow Chemical Global R&D Leadership Team, Crop Protection Business Management Team, and Seeds Business Management Team, and numerous committees from within these executive teams. Following closure of the DowDuPont merger, assumed role as Global Leader of Integrated Field Sciences and Crop Protection Business Partner until July 2018, with activities within the Corporate Transformation Office.

2019 (January 29) – present. Deputy Under Secretary for Research, Education, and Economics, U.S. Department of Agriculture. Responsibility includes advancing scientific knowledge related to agriculture through research, education, and extension.

1997 - present. Professor (Adjunct), Department of Entomology, University of Nebraska. Specifically requested to develop innovative aspects of graduate education to ensure employment competitiveness. Engaged as leader/facilitator in departmental strategic planning and review to ensure future competitiveness and growth.

BOOK CHAPTERS, REVIEWS, and INVITED MANUSCRIPTS:

Pedigo, L.P., **S.H. Hutchins**, and L.G. Higley. 1986. Economic-injury levels in theory and practice. *Ann. Rev. Entomol.* Vol 31: 341-368.

Hutchins, S.H. 1986. Potato leafhopper injury to alfalfa with emphasis on support and leaf component analysis. *Proc. Sixteenth National Alfalfa Symposium (Invited Manuscript)*. Fort Wayne, IN. pp. 75-83.

Hutchins, S.H., and R.K.D. Peterson. 1989. Insect diagnostic boxes. *In* L.P. Pedigo. *Entomology and Pest Management*. Macmillan, New York, NY.

Hutchins, S.H., G.D. Buntin, and L.P. Pedigo. 1990. Impact of insect feeding on alfalfa regrowth: A review of physiological responses and economic consequences. *Agronomy Journal* 82: 1035-1044 (Invited Review).

Hutchins, S.H., and J.E. Funderburk. 1991. Injury guilds: A new concept for managing pest losses to soybeans. *Agricultural Zoology Reviews*, Vol. 4: 1-21 (Invited Review).

Hutchins, S.H. 1992. *Soybean Pests* (Chapter 6). *In* R.G. McKinlay (ed.) Vegetable Crop Pests. MacMillan Press, pp. 181-198.

Hutchins, S.H. 1994. *Techniques for Sampling Arthropods for IPM* (Chapter 5). *In* L.P. Pedigo and G.D. Buntin (eds.) Handbook of Sampling Methods for Arthropod Pests in Agriculture. CRC Press, pp. 73-97.

Hutchins, S.H. 1995. Free enterprise: The only sustainable solution to IPM implementation. *J. Agric. Entomol.* 12(4):211-217 (Invited Manuscript).

Hutchins, S.H. 1997. *Thresholds Involving Plant Quality and Phenological Disruption* (Chapter 16). *In* L.G. Higley and L.P. Pedigo (eds.) Economic Thresholds for Integrated Pest Management. Univ. of Nebraska Press, pp. 275-290.

Hutchins, S.H. 1997. *IPM: Opportunities and challenges for the private sector*. Ted Radcliffe's IPM World Classroom (<http://www.ent.agri.umn.edu/academics/classes/ipm>). 7 pp.

Hutchins, S.H. 1999. *Technology – A Key to More Productivity and Stability*. In Sustainable Agriculture, Some Contributions of GCPF Member Companies and Associations (Anonymous), pp. 12-14.

Thompson, G.D., **S.H. Hutchins** and T.C. Sparks. 1999. Development of Spinosad and Attributes of a New Class of Insect Control Products. Ted Radcliffe's IPM World Classroom (<http://www.ent.agri.umn.edu/academics/classes/ipm>). 12 pp.

Hutchins, S.H. 2000. The Role of Technology in Sustainable Agriculture. Ted Radcliffe's IPM World Classroom (<http://www.ent.agri.umn.edu/academics/classes/ipm>). 4 pp. (also available in spanish translation)

Hutchins, S.H. 2001. *Phenological Disruption and Yield Loss from Insects* (Chapter 6). In R.K.D. Peterson and L.G. Higley (eds.) Biotic Stress and Yield Loss. Univ. of Nebraska press, pp. 73-81.

Hutchins, S.H. 2003. *Technology and Service Innovation as a Unifying Focus for the Future of IPM*. In Proceedings of the National IPM Symposium (Plenary Session): Building Alliances. Ortman and Coble (Organizers). Indianapolis, IN. Web Address: www.cipm.ncsu.edu/symposium/getsession.cfm?sessionID=56

Hutchins, S.H. and K.L. Steffey (on behalf of the Governing Board of the ESA). 2006. The Entomological Society of America: A proposal to members for organizational renewal. Amer. Entomol. 52(3): 150-163.

Hutchins, S.H. 2008. Future of entomology – casting a wider net. Midsouth Entomologist 1(1): 37-39.

Hutchins, S.H. and K.M. Swayze. 2008. Novel delivery systems for integrated pest management. Journal of ASTM International, Special Technical Publication 1507, Pesticide formulations and delivery systems: 28th volume: Global trends and regulatory drivers in the Crop Protection Industry, pp. 3-9.

Hutchins, S.H. 2015. Natural Products for Crop Protection: Evolution or Intelligent Design? In, Discovery and Synthesis of Crop Protection Products (Maienfisch, P. and Stevenson, M., eds), ACS Books, Symposium Series 1204 (pp. 55-62).

JOURNAL PUBLICATIONS:

Hutchins, S.H., and H.N. Pitre. 1984. Effects of soybean row spacing on spray penetration and efficacy of insecticides applied with aerial and ground equipment. Environ. Entomol. 13: 948-953.

Hutchins, S.H., L.G. Higley, L.P. Pedigo, and P.H. Calkins. 1985. Linear programming model to optimize management decisions with multiple pests: An integrated soybean pest management example. Bull. Entomol. Soc. of Am. 32: 96-102.

Hutchins, S.H., and H.N. Pitre. 1985. Differences in penetration and efficacy of insecticides applied by aerial and ground equipment. J. Entomol. Sci. 20: 34-41.

Hutchins, S.H., and L.P. Pedigo. 1987. Equipping an all-terrain vehicle to apply pesticides for small-plot research. J. Econ. Entomol. 80: 548-552.

Hutchins, S.H., and H.N. Pitre. 1987. Soybean row spacing: Effects on insecticide efficacy against three common lepidopteran defoliators of different size classes. J. Econ. Entomol. 80: 169-174.

Hutchins, S.H., and H.N. Pitre. 1987. Differential mortality response of lepidopteran defoliators to insecticides deposited within three strata of wide- and narrow-row soybean. J. Econ. Entomol. 80: 1244-1248.

Peterson, R.K., **S.H. Hutchins**, and P.M. Lasack. 1987. Evaluation of corn inbred lines for resistance to stalk borer (Lepidoptera: Noctuidae). *J. Agric. Entomol.* 4: 66-71.

Hutchins, S.H., L.G. Higley, and L.P. Pedigo. 1988. Injury equivalency as a basis for developing multiple-species economic-injury levels. *J. Econ. Entomol.* 81: 1-8 (Forum Section).

Hutchins, S.H., R.B. Smelser, and L.P. Pedigo. 1988. Insect migration: Atmospheric modelling and industrial application of an ecological phenomenon. *Bull. Entomol. Soc. of Am.* 34: 9-16 (Feature Section).

Hutchins, S.H. 1989. Graduate education in entomology: Preparing for science and employment. *Bull. Entomol. Soc. of Am.* 35: 13-21 (Feature Section).

Hutchins, S.H., D.R. Buxton, and L.P. Pedigo. 1989. Forage quality of alfalfa as affected by potato leafhopper feeding. *Crop Sci.* 29: 1541-1545.

Hutchins, S.H., and L.P. Pedigo. 1989. Potato leafhopper-induced injury on growth and development of alfalfa. *Crop Sci.* 29: 1005-1011.

Pedigo, L.P., L.G. Higley, **S.H. Hutchins**, and K.R. Ostlie. 1989. Correcting misconceptions concerning traditional economic thresholds and injury equivalency. *J. Econ. Entomol.* 82: 2-4.

Hutchins, S.H., and L.P. Pedigo. 1990. Phenological disruption and economic consequence of injury to alfalfa induced by potato leafhopper (Homoptera: Cicadellidae). *J. Econ. Entomol.* 83: 1587-1594.

Hutchins, S.H., and P.J. Gehring. 1993. Perspective on the value, regulation, and objective utilization of pest control technology. *Amer. Entomol.* 39: 12-15.

Hutchins, S.H., and L.P. Pedigo. 1998. A feed-value approach for establishing economic-injury levels. *J. Econ. Entomol.* 91: 347-351.

Thompson, G.D., and **S.H. Hutchins**. 1999. Spinosad – A New Class of Fermentation-derived Insect Control Agents. *Pesticide Outlook*, 10: 78-81.

Kleschick, W.A., S. Lubetkin, G.R. Oliver, **S.H. Hutchins**, and R.K.D. Peterson. 2001. Publish or perish: A business argument for private-sector scientists to publish in refereed journals. *Amer. Entomol.* 47: 69-72.

Hutchins, S.H. 2002. Agricultural technology: Safely sustaining the capacity for world food production. *AgroFood Industry Hi-Tech.* 13: 4-5.

Hutchins, S.H. 2010. Indifference analysis: A practical method to assess uncertainty in IPM decision making. *J. of Integ. Pest Mngmt.* 1: 1-3.

TECHNICAL AND PROPRIETARY RESEARCH REPORTS:

Hutchins, S.H. and H.N. Pitre. 1983. Soybean looper control in narrow and wide row soybean plantings, 1981. *Insect. Acar. Test.* 8: 214.

Bailey, W.C., L.P. Pedigo, P.M. Lasack, L.G. Higley, and **S.H. Hutchins**. 1985. Stalk borer control in field corn, 1984. *Insect. Acar. Test.* 10: 192.

Higley, L.G., L.P. Pedigo, G.D. Buntin, W.C. Bailey, and **S.H. Hutchins**. 1985. Evaluation of insecticides for control of seedcorn maggot on navy beans, 1984. *Insect. Acar. Test.* 10: 191.

Higley, L.G., L.P. Pedigo, G.D. Buntin, W.C. Bailey, and **S.H. Hutchins**. 1985. Evaluation of insecticide treatments for control of green cloverworm on soybean, 1984. *Insect. Acar. Test.* 10: 244.

Hutchins, S.H., L.P. Pedigo, G.D. Buntin, W.C. Bailey, and L.G. Higley. 1985. Control of alfalfa insects in Iowa, 1984. *Insect. Acar. Test.* 10: 178-180.

Hutchins, S.H., L.P. Pedigo, L.G. Higley, and P.M. Lasack. 1986. Control of alfalfa insects in Iowa (early season), 1985. *Insect. Acar. Test.* 11: 210-12.

Hutchins, S.H., L.P. Pedigo, L.G. Higley, and P.M. Lasack. 1986. Control of alfalfa insects in Iowa (mid season), 1985. *Insect. Acar. Test.* 11:212-13.

Hutchins, S.H., L.P. Pedigo, R.B. Smelser, L.G. Higley, P.M. Lasack, and R.K. Peterson. 1987. Control of alfalfa insects in Iowa (early season), 1986. *Insect. Acar. Test.* Vol. 12: 168-169.

Hutchins, S.H., L.P. Pedigo, T.H. Klubertanz, and R.K. Peterson. 1987. Control of alfalfa insects in Iowa (middle season), 1986. *Insect. Acar. Test.* Vol. 12: 169-170.

Larson, L.L., P.W. Borth, and **S.H. Hutchins**. 1988. DOWCO-522: A new pyrethroid insecticide for corn and alfalfa. Dow Chemical Co. Report GH-P.

Hutchins, S.H. 1989. The impact of insect-induced stress on alfalfa developmental physiology with proposed use strategies for Dow insecticides. Dow Chemical Co. Report GH-P 1438. 41 pp.

Hutchins, S.H. 1989. Northern corn rootworm extended diapause in Minnesota: Research review and market prognosis. Dow Chemical Co. Report GH-P 1439. 26 pp.

Hutchins, S.H. 1989. Indifference analysis: A new technique to objectively assess the risk associated with sporadic pest outbreaks and quantify the broad-spectrum characteristics of LORSBAN 15G. Dow Chemical Co. Report GH-P 1448. 21 pp.

Hutchins, S.H. 1990. Performance of DOWCO-429 under increasing levels of corn rootworm infestation: A case study for applying quality assurance principles to product development. DowElanco Report GH-P 1477. 22 pp.

Hutchins, S.H. 1993. Free Enterprise: The Only Sustainable Solution to IPM Implementation. DowElanco DERBI Report No. 64255. 27 pp.

Babcock, J.M., and **S.H. Hutchins**. 1997. 1996 Global Laboratory and Field Assessment of the Bayer Proprietary Chloronicotinyl Insecticide BAY YRC 2894. DowElanco DERBI Report No. 49391. 22 pp.

Winkle, J.R., G.D. Thompson and **S.H. Hutchins**. 1997. The Field Efficacy of Spinosad Containing Different Rations of Spinosyn A to Spinosyn D. DowElanco DERBI Report No. 63569. 22 pp.

Hutchins, S.H., S. Ray, J. Knuteson, L. Keesling, B. Eaton, K. Schnelle, K. Steele, P. Havens, and G. Blau. 1999. Technology Goals: Feasibility Assessments for Information/Service Products for Use in Agricultural Markets, Dow AgroSciences DERBI Report No. 79079. 63 pp.

Hutchins, S.H. Private-sector entomology: Beyond the academy. 2005. DERBI Report No. NAFST-05-029. 32 pp.

POPULAR ARTICLES:

Hutchins, S.H. 1983. Narrow rows may make insect control tougher. *Progressive Farmer* magazine, April issue (Soybeans Section).

Hutchins, S.H. 1986. How leafhoppers damage your alfalfa crop. Hoard's Dairyman Magazine, June 10, 1986 issue.

Hutchins, S.H., and W.K. Wintersteen. 1988. Potato leafhopper management in alfalfa. Iowa St. Univ. Extension Serv. Pub. No. IC-433.

Hutchins, S.H. 1989. A call for objective management of chemical inputs. MN Ind. Crop Consultant Association Newsletter, July Issue.

Thompson, G.D., K.H. Michel, R.C., Y.C. Yao, J.S. Mynderse, C.T. Mosburg, T.V. Worden, E.H. Chio, T.C. Sparks, and **S. H. Hutchins**. 1997. The discovery of *Saccaropolyspora spinosa* and a new class of insect control products. Down-to-Earth Magazine.

Hutchins, S.H. 1998. The elusive IPM. Ag Consultant magazine, January issue.

Kleschick, B., S. Lubetkin, G. Oliver, **S. Hutchins**, and B. Peterson. 2000. Publish or perish: A professional and business argument for DAS scientists to publish in refereed journals. Dow AgroSciences "R&D Perspectives" column, IntraNet R&D homepage.

Hutchins, S.H. (D. Bennett, editor). 2000. Dow leader looks at future of IPM: Recent focus has been on reducing risks and use of pesticides. Delta Farm Press, Vol. 57, Number 49: 8.

Hutchins, S.H. 2006. Supply R&D: Our Team, Our Ambition, Our Strategy. Dow Chemical Technology Quarterly (internal). www.dasagtech.intranet.dow.com. 6 pp.

Hutchins, S.H. 2010. The future of curative pest control technologies. AGROW Magazine. January, no. 583.

DEPARTMENTAL SEMINARS and INVITED PRESENTATIONS:

Hutchins, S.H. 1983. Effects of row spacing on spray penetration and efficacy of insecticides applied with aerial and ground equipment. Department of Entomology, Mississippi State University.

Hutchins, S.H. 1984. A prospectus of producer and consumer benefits anticipated from boll weevil eradication. Department of Entomology, Iowa State University.

Hutchins, S.H. 1987. Applications of business decision-making in pest management. Invited seminar, Department of Entomology, University of Missouri (4 Feb.).

Hutchins, S.H. 1987. Uses of ecological research in agriculture and industry. Invited seminar, Department of Entomology, Kansas State University (3 Feb.).

Hutchins, S.H. 1987. The influence of potato leafhopper-induced injury on crop developmental physiology and economic utility of alfalfa. Department of Entomology, Iowa State University (29 Oct.).

Hutchins, S.H. 1988. Pest management decision algorithms in agriculture: Applications to risk management and agrichemical marketing. Ag Products Department, The Dow Chemical Company (28 Jan.).

Hutchins, S.H. 1988. Recent refinements in estimating economic-injury levels of insects. Invited seminar, Department of Entomology, University of Minnesota (9 Feb.).

Hutchins, S.H. 1988. The economics of pesticides. Invited seminar, County Extension Agents, University of Minnesota (25 Mar.).

Hutchins, S.H. 1988. The science behind agricultural pest management: A field TS&D perspective. Invited seminar, Dow Ag Biotechnology and R&D Staff, United Agriseeds (30 Sep.).

Hutchins, S.H. 1989. Recent advances in pest management decision making. Invited seminar, Department of Agronomy, Iowa State University (26 Apr.).

Hutchins, S.H. 1989. The mechanics and reality of pest management. Invited presentation, Legislative Committee on Minnesota Resources, Rochester, MN (28 June).

Hutchins, S.H. 1989. DowElanco Technical Service & Development: Field science at work. Soil Conservation Service Groundwater Task Group, Midland, MI (1 Nov).

Hutchins, S.H. 1989. Conventional decision making with agricultural pest management. DowElanco Biotechnology Research Group, Midland, MI (29 Nov).

Hutchins, S.H. 1989. Strategies for planning a career as a professional entomologist in private industry. Invited presentation, Conference on Student Affairs, National Meeting of the ESA, San Antonio, TX (10 Dec.).

Hutchins, S.H. 1990. The role of IPM in agriculture and groundwater protection. Invited presentation, North Central Regional Water Quality Conference, St. Louis, MO (23 Apr.).

Hutchins, S.H. 1992. The economic injury level as a basis for customer-focused IPM. Invited seminar, Department of Entomology, University of Nebraska (2 Apr.).

Hutchins, S.H. 1993. The uncertainty of risk with plant protection decision making. Invited seminar, Department of Entomology, Iowa State University (29 Mar.).

Hutchins, S.H. 1993. Injury equivalence: A new paradigm for managing multiple pests. Invited seminar, DowElanco/Purdue Colloquium, Purdue University (25 May).

Hutchins, S.H. 1993. Free enterprise: The only sustainable solution to IPM implementation. Invited presentation, Section E symposium, National Meeting of the ESA, Indianapolis, IN (14 Dec.).

Hutchins, S.H. 1994. The opportunity and challenge of pursuing entomology in the private sector. Invited presentation, entomology student body, Purdue University (8 Sep.).

Hutchins, S.H. 1994. Integrated pest management: The art of making simple decisions with complex information. Invited seminar, Department of Entomology, Purdue University (8 Sep.).

Hutchins, S.H., P.W. Borth, M.D. Culy, and M.C. Shaw. 1995. Delighting customers: Changing role of product development in the 21st century. National Meeting of the ESA, Las Vegas, NV.

Hutchins, S.H. 1996. Public and private sector accountability with IPM implementation. Invited seminar, Department of Entomology, University of Florida (29 Feb.).

Hutchins, S.H. 1996. The opportunity and challenge of pursuing entomology in the private sector. Invited presentation, entomology student body, University of Florida (29 Feb.).

Hutchins, S.H. 1996. Advanced elements of tactical decision making for management of insect pests. Invited seminar, Department of Entomology, Cornell University (26 Sep.).

Hutchins, S.H. 1996. Career development needs for graduate students. Invited presentation, entomology student body, Cornell University (26 Sep.).

Hutchins, S.H. 1997. Product development: The process of defining and delivering customer satisfaction. Invited seminar, Department of Entomology, University of Nebraska (28 Feb.).

Hutchins, S.H. 1997. Leadership, teamwork, and creativity: Performance dimensions for inquiring minds. Invited presentation, entomology student body, University of Nebraska (28 Feb.).

Hutchins, S.H. 1997. IPM Opportunities and Challenges. Invited presentation, Spring Conference of the American Crop Protection Association, Washington, D.C. (1 May).

Hutchins, S.H. 1997. Delighting customers: The art and science of pesticide product development. Invited seminar, Department of Entomology, Iowa State University (24 Oct.).

Hutchins, S.H. 1998. A view of private-sector entomology: Qualifications, attributes, and professional expectations. Invited presentation within symposium: "Entomological Career Requirements for the 21st Century". North Central Branch Meeting of the ESA, Sioux Falls, SD (9 Mar.).

Hutchins, S.H. 1998. Graduate training for the gold-collar work force of the future. Invited presentation within symposium: "Critical Research Needs, Partnerships, and Graduate Student Training". International Plant Resistance Workshop (13th Biennial Workshop), Memphis, TN (18 Mar.).

Hutchins, S.H. 1998. IPM Technology, Practice, and Policy: Current State and Future Potential. Invited presentation, United States Department of Agriculture, Washington, D.C. (24 Sep.).

Hutchins, S.H. 1999. Attracting Technology Development Scientists to the Branch. Invited Presentation within President's Plenary Symposium: "Implementation of the Strategic Plan: Involving the Practitioner". North Central Branch Meeting of the ESA, Des Moines, IA (29 Mar.).

Thompson, G.D., L.L. Larson, **S.H. Hutchins**, P.W. Borth, L.A. Pavan, and D.H. DeVries. 1999. Dow AgroSciences' insecticide resistance management team: Stewardship of old and new products. National Meeting of the ESA, Atlanta, GA.

Hutchins, S.H. 2000. Product development: Where Ag-Business meets Ag-Science. Invited seminar, Department of Entomology, Mississippi State University (14 Nov.).

Hutchins, S.H. 2000. Skills for 'Gold Collar' Entomologists. Invited presentation, entomology student body and IPM majors, Mississippi State University (14 Nov.).

Hutchins, S.H. 2000. Technology development and IPM: A private-sector perspective of challenges and opportunities. Keynote address, Mississippi Insect Control Conference, Starkville, MS (15 Nov.).

Hutchins, S.H. 2000. Interviewing skills workshop: A three act play (Act III – Private sector position). National Meeting of the ESA, Montreal, Quebec, Canada.

Hutchins, S.H. 2002. Pest management and sustainability: Developing a business case. Dow AgroSciences Global Environmental Advisory Council Meeting, Indianapolis, IN (5 Mar).

Hutchins, S.H. 2002. ESA's decision matrix: A tool to ensure "transparent alignment". National Meeting of the ESA, Ft. Lauderdale, FL (17 Nov).

Hutchins, S.H. 2003. Technology and service innovation as a unifying focus for the future of IPM. Fourth National IPM Symposium (Plenary Address), Indianapolis, IN (8 Apr).

Hutchins, S.H. 2003. A tribute to Larry L. Larson. The Entomological Foundation Annual Dinner Dance, Cincinnati, OH

Hutchins, S.H. 2004. Shaping the future organization of ESA. National Meeting of the ESA (Leadership Summit), Salt Lake City, UT (14 Nov).

Hutchins, S.H. 2005. Private-sector entomology: Beyond the academy. North Central Branch Meeting of the ESA, W. Lafayette, IN (22 Mar).

Hutchins, S.H. and R.E. Boucher. 2006. Formulation and delivery of actives: Technology promises delivered and renewed. Fifth National IPM Symposium, St. Louis, MO (5 Apr.).

Hutchins, S.H. 2006. Outreach: The power of projecting Dow AgroSciences to the Public Sector. Dow Chemical / Dow AgroSciences Chemistry Symposium, Indianapolis, IN (9 Nov.).

Hutchins, S.H. 2006. ESA Renewal. National Meeting of the ESA (Leadership Summit, Plenary Session, Town Hall). Indianapolis, IN (10-13 Dec.).

Hutchins, S.H. 2007. Future of entomology – casting a wider net. 54th Meeting of the Mississippi Entomological Association, Starkville, MS (25 Oct.).

Hutchins, S.H. and K.M. Swayze. 2007. Novel delivery systems for integrated pest management – the time is now. 28th Symposium on Pesticide Formulations and Delivery Systems: Global Trends and Regulatory Drivers in the Crop Protection Industry (E35), Tampa, FL (30 Oct.).

Hutchins, S.H. 2008. Innovation and IPM: We've only just begun. XXII Brazilian Congress of Entomology, Uberlândia, Brazil (25 August).

Hutchins, S.H. 2008. The New world of private-sector entomology: The future is finally here. National Meeting of the ESA. Reno, NV (18 November).

Hutchins, S.H. 2009. Mass migration to preventive control tactics in corn: IPM-driven or defiant? Sixth National IPM Symposium, Portland, OR (24 March).

Hutchins, S.H. 2009. Preparing for private-sector Ag Science: Myths, Mysteries, and Realities. Invited presentation, Department of Entomology, University of Arkansas, Fayetteville, AR (18 September).

Hutchins, S.H. 2009. IPM and the private-sector: Compatible or contentious? Invited presentation, Department of Entomology, Auburn University, Auburn, AL (21 September).

Hutchins, S.H. 2009. Effectiveness beyond technical knowledge – skills that matter. Invited presentation, entomology student body, Auburn University, Auburn, AL (21 September)

Hutchins, S.H. 2009. Stern et al and the Relationship of Technology Goals, Development, and Application in IPM Practice. Invited presentation, National Meeting of the ESA, Indianapolis, IN (15 December).

Hutchins, S.H. 2010. Next generation technologies and approaches that will characterize and enable IPM. Keynote Address, Western Orchard Pest and Disease Management Conference, Portland, OR (13 January).

Hutchins, S.H. 2010. Dow AgroSciences: Technologies and transformations. Keynote address, US Turf and Ornamental Formulator Conference, Charleston, SC (August).

Hutchins, S.H. 2010. How ESA works and how it can work for you. Invited presentation, National Meeting of the ESA, San Diego, CA (12 December).

Hutchins, S.H. 2011. Interviewing Strategies. Invited presentation, National Meeting of the ESA, Reno, NV (13 November).

Hutchins, S.H. 2012. Agricultural Chemical Development. Invited presentation and expert panel, Chemspec USA Conference, Philadelphia, PA (9 May).

Hutchins, S.H. 2012. Effectiveness beyond technical knowledge: Skills that matter. Invited presentation to Mississippi State University crop science students. Starkville, MS (7 September).

Hutchins, S.H. 2012. Future pest management trends ... in the private sector. Invited presentation to Mississippi State University agricultural administrators and faculty. Starkville, MS (7 September).

Hutchins, S.H. 2012. Skill-based interviewing: Targeted selection. Invited presentation, National Meeting of the ESA, Knoxville, TN (12 November).

Hutchins, S.H. 2013. People, Process, Projects, Politics: The four "P's" that define the present and future state of applied entomology in the private sector. Invited Plenary Presentation, Plant-Insect EcoSystem General Session, National Meeting of the ESA, Austin, TX (11 November).

Hutchins, S.H. 2013. Science and Technology in Agriculture: Feeding a Growing World. Invited presentation, University of Minnesota, Department of Entomology, St. Paul, MN. (19 November)

Hutchins, S.H. 2014. Natural Products for Crop Protection: Evolution or Intelligent Design? Invited presentation at the R&D Directors Forum, IUPAC and ACS Meeting, San Francisco, CA. (11 August)

Hutchins, S.H. 2014. Private-sector Science: Are you Ready, Willing, Able? National Meeting of the ESA, Portland, OR (16 November)

Hutchins, S.H. 2015. Private Sector Agricultural Science. National Meeting of the ESA jointly with ASA, CSSA, SSA, Minneapolis, MN (16 November).

Hutchins, S.H. 2016. Inclusiveness: Planting, cultivating, and harvesting the insights of a multi-national team. International Congress of Entomology, Orlando, FL (30 September).

Hutchins, S.H. 2017. Example of Current Mergers: Dow and DuPont, a Merger of Equals. Agronomy Society of America, Tampa, FL (23 October).

PAPER & POSTER PRESENTATIONS:

Hutchins, S.H., and H.N. Pitre. 1982. Effects of row spacing on spray penetration and efficacy of insecticides in soybean. Southeastern Branch Meeting of the ESA, Mobile, AL (Abstract).

Hutchins, S.H., and H.N. Pitre. 1982. Soybean row spacing: Effects on insecticide efficacy against the soybean looper, *Pseudoplusia includens* (Walker), of different age classes. Mississippi Academy of Sciences, Forty-sixth Annual Meeting, Biloxi, MS (Abstract).

Hutchins, S.H. and H.N. Pitre. 1982. Effects of row spacing on distribution of insecticides and control of lepidopterous pests in soybeans. Twenty-ninth Annual Mississippi Insect Control Conference, Mississippi State, MS (Abstract).

Hutchins, S.H., and H.N. Pitre. 1982. The effect of row spacing on distribution of insecticide and control of lepidopterous pests in soybean. Joint national meeting of the ESA, Entomological Society of Canada, and Entomological Society of Ontario, Toronto, Canada.

Hutchins, S.H. and H.N. Pitre. 1983. Differences in penetration and efficacy of insecticides applied by air and ground equipment to wide row soybean. Southeastern Branch Meeting of the ESA, Little Rock, AR (Abstract).

Hutchins, S.H., L.G. Higley, L.P. Pedigo, and P.H. Calkins. 1984. Economic implications of seedcorn maggot damage to soybean. World Soybean Research Conference-III, Ames, IA (Abstract).

Hutchins, S.H. 1985. Popularizing integrated pest management to farmers: An economic argument. North Central Branch Meeting of the ESA, Lexington, KY. Winner in Student Competition. (Abstract).

Hutchins, S.H. 1985. The effects of potato leafhopper feeding on alfalfa root and nodule parameters. National Meeting of the ESA, Hollywood, FL.

Hutchins, S.H. 1986. Potato leafhopper injury to alfalfa with emphasis on support and leaf component analysis. Sixteenth National Alfalfa Symposium, Fort Wayne, IN (Abstract).

Hutchins, S.H. 1986. Managing crop losses to pests: Techniques for teaching pest management to farm business majors. North Central Branch Meeting of the ESA, Minneapolis, MN. Winner of Student Competition. (Abstract).

Hutchins, S.H. 1986. Alfalfa response to potato leafhopper feeding: A crop-physiological analysis. National Meeting of the ESA, Reno, NV.

Hutchins, S.H., and L.P. Pedigo. 1986. Measuring potato leafhopper stress to alfalfa using support and leaf component analysis. North Central Branch Meeting of the ESA, Minneapolis, MN (Abstract).

Higley, L.G., L.P. Pedigo, and **S.H. Hutchins**. 1987. Theoretical basis for multiple species economic-injury levels. National Meeting of the ESA, Boston, MA.

Hutchins, S.H. 1987. Characterizing potato leafhopper injury to alfalfa: A crop-physiological approach. North Central Branch Meeting of the ESA, Des Moines, IA. Winner of Student Competition. (Abstract).

Hutchins, S.H., L.D. Hodgden, and J.G. Welker. 1987. Industrial utilization of black cutworm tracking through graphics video text. National Meeting of the ESA, Boston, MA.

Hutchins, S.H., and L.P. Pedigo. 1987. Crop phenological delay and economic consequence of potato leafhopper injury to alfalfa. National Meeting of the ESA, Boston, MA.

Hutchins, S.H., R.B. Smelser, and L.P. Pedigo. 1987. Atmospheric circulation modelling: A criterion for optimal industry allocation of insecticides for migratory pests. North Central Branch Meeting of the ESA, Des Moines, IA (Abstract).

Smelser, R.B., **S.H. Hutchins**, and L.P. Pedigo. 1987. Atmospheric circulation modelling: A method for predicting pest incidence and regional insecticide demand. North Central Branch Meeting of the ESA, Des Moines, IA (Abstract).

Hutchins, S.H. 1988. Incorporating crop quality into forage pest management guidelines. National Meeting of the ESA, Louisville, KY.

Hutchins, S.H., and L.P. Pedigo. 1988. Establishing economic-injury levels for forages produced as on-farm inputs to livestock production. North Central Branch Meeting of the ESA, Denver, CO (Abstract).

Hutchins, S.H. 1989. Indifference analysis: A new tool for managing uncertain pest situations. North Central Branch Meeting of the ESA, Indianapolis, IN (Abstract).

Hutchins, S.H. 1989. Indifference analysis as a new technique to assess the advantages of LORSBAN 15G for broad spectrum insect control. The Dow Chemical Company Spring Scientific Meeting, Midland, MI (Abstract).

Hutchins, S.H. 1989. Commercial utilization of ecological research: Distribution networking as a method to optimally allocate pesticides. The Dow Chemical Company Fall Scientific Meeting, Midland, MI (Abstract).

Larson, L.L., P.W. Borth, and **S.H. Hutchins**. 1989. DOWCO-522, a new pyrethroid insecticide for corn and alfalfa. North Central Branch Meeting of the ESA, Indianapolis, IN (Abstract).

Hutchins, S.H. 1990. An introduction to the structure, function, and linkages of DowElanco R&D. Presentation to >500 R&D employees at 6 locations within USA.

Hutchins, S.H., and L.K. French. 1990. Reduced rates of insecticides for rootworm control: Reverse angle research. North Central Branch Meeting of the ESA, Grand Rapids, MI (Abstract).

Thompson, G.D., P.W. Borth, **S.H. Hutchins**, J.R. Winkle, and J.G. Welker. 1995. Naturalyte insect control: New class of insect control products. National Meeting of the ESA, Las Vegas, NV.

Thompson, G.D., P.W. Borth, **S.H. Hutchins**, L.G. Peterson, and J.M. Richardson. 1996. Naturalyte insect control and IPM. Cotton Beltwide Conference, San Diego, CA.

Hutchins, S.H. 1998. Reducing Risk and Enabling IPM Through Use of Progressive Technology. OECD/FAO Workshop on IPM and Pesticide Risk Reduction. Neuchatel, Switzerland.

Larson, L.L., and **S.H. Hutchins**. 2000. Embracing change: The private sector entomologists job in the new millennium. National Meeting of the ESA, Montreal, Canada.

Hutchins, S.H. 2001. North Central Branch town meeting: The future of the Branch. North Central Branch Meeting of the ESA, Ft. Collins, CO.

Hutchins, S.H. 2003. Remembrance observance of Dr. Larry Larson, B.C.E. National Meeting of the ESA, Cincinnati, OH.

Hutchins, S.H. 2005. A new ESA ... Restructuring for Tomorrow. National Meeting of the ESA. Ft. Lauderdale, FL.

Hutchins, S.H. 2006. ESA Renewal. National Meeting of the ESA. Indianapolis, IN.

Hutchins, S.H. 2007. Pedigo bioeconomics: Utility to private-sector entomology with insights about technology adoption. National Meeting of the ESA, San Diego, CA.

Hutchins, S.H. 2007. ESA and our ambition to make global connections: A vision for a "United Nations" of entomology. National Meeting of the ESA, San Diego, CA.

King, E., G.D. Thompson, A.C. Santos, and **S.H. Hutchins**. 2008. Herculex I (TC1507): A major new insect protection trait for Brazilian maize. XXII Brazilian Congress of Entomology, Uberlândia, Brazil (26 August).

Hutchins, S.H., G.D. Thompson, A.C. Santos, and N. Storer. 2010. Insect protected or GMO corn: The most effective IPM tool ever? XXIII Brazilian Congress of Entomology, Natal, Brazil (28 September).

CORPORATE COMMITTEES, TEAMS, and TASK GROUPS:

- Chair, Dow Minnesota Issues Management Team, 1987-1989.
- Chair, DowElanco R&D Campus Recruitment Steering Committee, 1989-1991.
- DowElanco Global Quality Performance Steering Team, 1989-1991 (charter member).
- DowElanco Human Resources Quality Focal Point Team, 1991-1993.
- DowElanco R&D Leadership Development Team, 1990-1991 (co-leader).
- DowElanco Performance Management Implementation Team, 1991-1992.
- DowElanco Insecticide Resistance Management Team, 1993-1998.
- Co-Chair, DowElanco N. America Insect/Nematode/Disease Management Business Steering Team, 1993-1995.
- DowElanco North America and U.S. Crops R&D Management Teams, 1993-1995.
- DowElanco Chlorpyrifos Benefits Assessment Team, 1993-1995.
- Chair, DowElanco Technology Benefits Assessment Methodology Team, 1994-1995.
- DowElanco Professional Career Progression "People Manager" Task Group, 1994.
- Co-chair, DowElanco Transgenic Crops Insect Management Strategy Evaluation Team, 1994.
- DowElanco fenazaquin and hexaflumuron Global Core Teams, 1996-1997.
- DowElanco Spinosad Global Core Team, 1996-1997.
- DowElanco Sentricon Global Core Team, 1996-1997.
- DowElanco Global Termite Bait Technology Innovation Team, 1996-1998.
- DowElanco Insect Management Discovery Steering Team, 1996-1997.
- DowElanco Insect Management Global Strategic Business Team, 1996-1997.
- Chair, Dow AgroSciences Entomology Recruitment Team, 1996-2000.
- Chair, DowElanco Field Research and Field Development Systems Steering Team, 1996-1997.
- Chair, Down-to-Earth Trade Magazine Editorial Board, 1997-1999.
- R&D Employee Review Committee, 1997-1998.
- North America Commercial Employee Review Committee, 1997-1999.
- Chair, Biology Team Effectiveness Training Team, 1999.
- STARS (Project Time Tracking) Implementation Team, 1997-1999.
- CPS Biology Design Team, 1997-1999.
- Facilitator, BEI Transition Team for Research & Development, 1996-1997.
- Facilitator, BEI Transition Team for Insect Management Global Business Unit, 1996-1997.
- Global Crop Protection Federation (GCPF) International IPM Project Team, 1998-2004.
- DAS Global R&D Management Committee, 2000-2018.
- Chair, R&D Resource Deployment Oversight Committee (RDOC), 2000-2002.
- DAS Six Sigma Champions Steering Team, 1999-2002.
- DAS Pipeline and Project Effectiveness Steering Team, 2000-2001.
- DAS Strategies and R&D Valuation Project (with A.D. Little Company), 2001.
- Chair, DAS Rohm & Haas Project/Process Integration Team, 2001-2002.
- Project Leader – Improve Net Value Strategic R&D Thrust, 2001-2003.
- Project Coach, Dow AgroSciences R&D Restructuring initiative, 2002.
- DAS Science Policy Forum, 2003-2005
- Chair, DAS Pest Management Business Portfolio Management Forum, 2002-2004.
- Chair, DAS Pest Management Technology Steering Committee, 2003-2004.
- DAS Pest Management Leadership Team, 2002-2004.
- Chair, DAS Supply R&D Global Leadership Team/ERC, 2004-2006.
- Chair, DAS Crop Protection R&D Leadership Team, 2007 – 2018.
- Chair, DAS Supply Leadership Forum, 2005-2009.
- DAS Crop Protection Business Management Team, 2009-2018.
- DAS Seeds Business Management Team, 2015-2018.
- Chair, DAS Crop Protection Portfolio Management Forum, 2010-2018.
- Chair, DAS Seeds Portfolio Management Forum, 2015-2018.
- Project TRIATHLON member, corporate focus on speed, agility, clarity, 2014-2015.

TEACHING:

1981-82. Teaching assistant for laboratories in *General Entomology* (2 sections), 25 students per section average. Department of Entomology, Mississippi State University.

1982. Conducted laboratory exercises on *Field Crop Insects* in the absence of Dr. Pitre, including sampling and evaluation of alfalfa, corn, and sorghum pests and beneficial complexes.

1982-83. Presented lectures to undergraduate *General Entomology* classes on the biology and control of rice and soybean pests. Department of Entomology, Mississippi State University.

1986. Teaching assistant for graduate *Insect Ecology and Pest Management* laboratory. Presented lectures to undergraduate *Integrated Pest Management* class in absence of Dr. Pedigo. Presented guest lectures to undergraduate *Introductory Entomology* class on decision-making in pest management. Conducted laboratory and lectures to graduate *Economic Entomology* class on legume and cotton pests. Winner of **Teaching Entomology** category at North Central Branch meeting of the ESA, Minneapolis, MN.

1987. Invited lecturer for *Advances in Pest-Management* class at the University of Missouri (2 Feb., Department of Entomology) on decision-making in pest management.

1988. Symposium Organizer for Minnesota Independent Crop Consultant Association educational program. Lecture entitled, *Economic Decisions for Insect Management*.

1989. Technical Seminar Series coordinator for Minnesota Independent Crop Consultant Association educational program. Lecture entitled, *Insect Management in Theory and Practice*. Invited lecturer for undergraduate *Integrated Pest Management* course at Iowa State University (27 April).

1990. Invited lecturer for undergraduate *Integrated Pest Management* course at Iowa State University (3 April).

1991. Invited lecturer for undergraduate *Integrated Pest Management* course at Iowa State University (2 April). Science Fair judge, Carmel-Clay schools, IN.

1992. Invited lecturer for undergraduate *Integrated Pest Management* course at Iowa State University (31 March). Invited lecturer for graduate *Professional Development for Scientists* course at University of Nebraska (2 April). Science Fair judge, Carmel-Clay schools, IN.

1993. Invited lecturer for undergraduate *Integrated Pest Management* course at Iowa State University (30 March).

1994. Invited lecturer for undergraduate *Integrated Pest Management* course at Iowa State University (31 March).

2011–2018. 7-Habits of Highly Effective People (numerous sessions to Dow employees).

REGIONAL/NATIONAL/INTERNATIONAL TECHNICAL INFLUENCE:

- Participation in NC-149 (Homopterous insects on alfalfa) technical committee, 1984-1987.
- Representative on Univ. of Minnesota Advisory Committee for The Center on Groundwater Quality, 1987-89.
- Legislative Committee, Minnesota Pesticide Information and Education Association, 1988-1989.
- Honorary Director, Minnesota Independent Crop Consultants Association, 1989.
- Governing Council (Certification Board), Registry of Professional Entomologists, 1991-1994.
- Reviewer (intermittent), USDA Competitive Grants program (Entomology/Nematology section), 1986-2018.
- Reviewer (intermittent) of ESA publications (*J. Econ. Entomol.*, *Environ. Entomol.*, *Amer. Entomol.*), 1983-2018.
- DowElanco representative to the National Center for Integrated Pest Management, 1993-1995.
- Appointed by Governor Evan Bayh to Indiana Pesticide Review Board, 1996-2000.
- Member of USDA/EPA Expert Panel: Pests, Plant Protection Strategies, and Climate Change Interaction – Impacts on Midwestern Agriculture, 1996.
- Reviewer, INTSORMIL Grant Program, 2001.

- Panalist, USDA-CSREES Grant Program on Regional IPM Centers, 2003.

GRANTS RECEIVED:

- University Research Grant (with L.P. Pedigo). Title: The effects of potato leafhopper feeding on the yield and quality of alfalfa. \$1,900.00 in 1984.
- Graduate College and Graduate Student Senate Minigrant Program. Title: The effects of potato leafhopper feeding on alfalfa root and nodule parameters. \$340.00 in 1984, \$336.00 in 1985.
- Sigma Xi Grants-in-Aid of Research Program. The effects of potato leafhopper feeding on the root structure and dinitrification potential of alfalfa. \$250.00 in 1985.
- Graduate College and Graduate Student Senate Minigrant Program. Title: Modification of an all-terrain cycle to apply insecticides in small-plot situations. \$350.00 in 1986.
- Graduate College and Graduate Student Senate Minigrant Program. Title: Atmospheric circulation modelling as a method for predicting pest outbreak and allocation of insecticides. \$346.50 in 1987.
- Graduate College and Graduate Student Senate Minigrant Program. Funds to travel to professional meetings. \$107.00 in 1983, \$107.00 in 1984, \$140.00 in 1985, \$140.00 in 1986.

STUDENT/COMMUNITY SERVICE:

- Active member of F.S. Arant Entomology Club. Auburn University, 1979-81.
- Secretary/Treasurer of Entomology Club. Mississippi State University, 1982.
- Graduate representative for Graduate Programs Review. Dept. of Entomology, Mississippi State University, 1982.
- Graduate representative to faculty meetings. Dept. of Entomology, Mississippi State University, 1982 and 1983.
- President of Entomology Club. Mississippi State University, 1983.
- Graduate representative on Faculty Search Committee. Dept. of Entomology, Mississippi State University, 1983.
- Treasurer of Entomology Graduate Student Organization. Iowa State University, 1984.
- Graduate representative on Dept. Curriculum Committee. Department of Entomology, Iowa State Univ., 1984.
- Graduate representative on Dept. Awards and Scholarships Committee. Iowa State University, 1984 and 1985.
- Graduate representative on Alumni Reunion Committee. Iowa State University, 1985.
- Graduate College Representative for Agricultural Career Day, 1985.
- President of Entomology Graduate Student Organization. Iowa State University, 1985.
- Linnean Games Team Member. Iowa State University, 1985.
- Graduate representative on Awards Nomination Committee. Iowa State University, 1986.
- DowElanco United Way Campaign, 1991.
- DAS Community Outreach Initiative (Teaches Leadership Skills to High School Juniors), 1996-2006.
- Carmel High School Advisory Committee, 1996-1999.
- General Commissioner, (b) (6), 1997-2001.
- Coach, (b) (6), 1996-2004.
- Director, (b) (6), 1998-2004.
- Chair, (b) (6), 2001- 2002.

PUBLIC-SECTOR AND PROFESSIONAL SOCIETY SERVICE:

- Iowa representative to the ESA North Central Branch Committee on Student Affairs. 1986.
- Chairman of the ESA North Central Branch Committee on Student Affairs. 1987.
- North Central representative to the National ESA Committee on Student Affairs. 1987.
- Moderator of papers, Crop Protection Entomology, 1987 National ESA meetings, Boston Massachusetts.
- Moderator of papers, Crop Protection Entomology, 1988 North Central Branch ESA meetings, Denver, Colorado.
- ESA Scope Committee for Section F, 1988.
- American Registry of Professional Entomologists Mentor's Program Planning Committee, 1988.
- Moderator of papers, Crop Protection Entomology, 1988 National ESA meetings, Louisville, Kentucky.
- ESA Special Committee on Solicitation of Funds, 1989.
- National Awards Committee, North Central Branch of ESA, 1988-1992 (1991/92 Chair).

- Chairman of National Membership Committee, American Registry of Professional Entomologists, 1988-1992.
- Moderator of papers, Corn Rootworm Management, 1990 North Central ESA meeting, Grand Rapids, Michigan.
- Judge for President's Prize of the ESA, 1989.
- Member of the ESA Local Arrangements Committee, 1990.
- ESA Representative to the American Association for the Advancement of Science, 1990-1996.
- Membership Committee, North Central Branch of ESA, 1992-1994.
- Co-organizer and moderator of Section F Symposium, North Central Branch of the ESA, 1994.
- Moderator of papers, Crop Protection Entomology, 1995 National ESA meetings, Las Vegas, Nevada.
- Auditing Committee, North Central Branch of ESA, 1996-1997.
- ESA Presidential Committee on Restructuring, 1996-1997.
- The Entomological Foundation Board of Counselors, 1996-2001.
- Nominations Committee, North Central Branch of ESA, 1997-1998.
- Chairman, Resolutions Committee, Entomological Society of America, 1998.
- Leader and Organizer, Consortium of Private-sector Entomologists, 1997-2002.
- Judge for President's Prize of the ESA, 1999.
- North Central Branch Representative to the Governing Board of the ESA, 2000-2004.
- North Central Branch Executive Committee, 2000-2004.
- Chairman of ESA President's Special Committee on Awards, 2000.
- Executive Director Selection Committee, Entomological Society of America, 2000.
- Chairman of ESA President's Special Committee on Allocation of Program Enhancement Funds, 2001.
- Chairman of ESA President's Special Committee on Streamlining the Awards Process, 2003.
- Executive Committee, Governing Board of ESA, 2001-2008.
- Vice-President Elect, Entomological Society of America, 2005.
- Vice-President, Entomological Society of America, 2006.
- President, Entomological Society of America, 2007.
- Past President, Entomological Society of America, 2008.
- State Advisory Committee, Department of Crop Sciences – University of Illinois, 2006 – 2014.
- Dean's Leadership Council, Virginia Tech University College of Agriculture, 2007 – 2009.
- Executive Director Search Committee, Entomological Society of America, 2007.
- Chair, Presidential Committee on ESA Fellows, 2009.
- Judging Panel, Honorary Members, 2008-2012.
- Chair, Judging Panel, ESA Fellows, 2014- 2016.
- Chair, ESA President's Committee on Leadership, 2015-2018.

AWARDS AND HONORS:

- Recipient of 1982 Redd Pest Control Scholarship, Twenty-ninth Annual Mississippi Insect Control Conference.
- Recipient of 1985 N. Central Branch (ESA) Student Competition Award (Popularization of Ent. Category).
- Recipient of 1986 N. Central Branch (ESA) Student Competition Award (Teaching Entomology Category).
- Finalist in 16th National Alfalfa Symposium Student Competition, Fort Wayne, Indiana.
- Selected to Who's Who Among Students in American Universities and Colleges (1986).
- Recipient of 1987 N. Central Branch (ESA) Student Competition Award (Doctoral Research Category).
- Recipient of 1987 John Henry Comstock Outstanding Graduate Student Award of the ESA.
- Who's Who in Science and Engineering, 1987-present.
- Dow Chemical Pacesetter or Recognition Performance Awards: 1988, 1989, 1991-95, 1997, 2001.
- Outstanding Young Alumnus, Iowa State University (1997).
- Recipient of the 2008 Award for Service to the Certification Program of the ESA
- Fellow of the ESA (2009)

PROFESSIONAL AND HONORARY AFFILIATIONS:

Entomological Society of America
Board Certified Entomologist

SCOTT H. HUTCHINS
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American Society of Agronomy (dormant)
Crop Science Society of America (dormant)
Alpha Zeta Honorary Agricultural Fraternity
Gamma Sigma Delta Honorary Agricultural Fraternity
Sigma Xi Honorary Research Society
American Association for the Advancement of Science (dormant)

PERSONAL INFORMATION:

Birth date: (b) (6) . Birthplace: (b) (6) . Marital Status: (b) (6)
[REDACTED]
[REDACTED] Health: (b) (6) Special Interests:
coaching fastpitch softball, golf, SCUBA diving, motorcycle riding.

REFERENCES:

Furnished upon Request

(b) (6)

Anna Osterlind

Tech marketing leader and former Hill Staffer. Responsible for building out the core marketing and communications capabilities for a growth-stage tech company in the Bay Area as the company grew from 40 to more than 450 employees and built a base of Fortune 500 clients. Now looking to leverage experience in strategic communications and policy in a role in government affairs.

PROFESSIONAL EXPERIENCE

Zymergen, Inc.

Emeryville, CA

Interim Head of Communications and Marketing – January 2017- June 2018

2015- 2018

Corporate Communications Manager – August 2016- June 2018

Associate – March 2015-July 2016

Interim head of marketing for 450-person startup with department budget of (b) (4). Responsibilities included:

- Developing and executing overall marketing/communications strategy including internal communications, media relations, executive communications, brand strategy, and policy in coordination with legal team
- Developing messaging to position complex topics in ways that resonate with diverse audiences of customers, investors, talent, and industry stakeholders
 - Wrote successful submission for Zymergen's selection as a World Economic Forum (WEF) "Technology Pioneer," securing access to a highly valuable business network at WEF's Annual Conference at Davos, Switzerland
- Managing company membership in the Biotechnology Innovation Organization (BIO), monitoring policy areas of relevance and participating on BIO's Communications Committee
- Overseeing overall press strategy, managing a six-person external public relations team. Efforts secured positive coverage in outlets including: *The New York Times*, *Wall Street Journal*, *Vanity Fair*, *Science Magazine*, *Forbes*, *Axios* and more
- Building communications infrastructure, including overseeing development of new website and brand identity rolled out in 2018

SutherlandGold Public Relations

San Francisco, CA

Account Executive

2014-2015

- Developed and pitched stories to tech and consumer media outlets to secure positive coverage for clients

Office of U.S. Senator Roy Blunt (R-MO)

Washington, DC

Legislative Correspondent – February 2012-June 2014

2011-2014

Staff Assistant – May 2011 – January 2012

- Tracked relevant legislation and provided research support for a policy portfolio that included telecommunications, science & technology, foreign policy, and defense issues
- Drafted content including constituent correspondence, meeting memos, and letters to federal agencies
- Provided research support for the Senator's relevant committee assignments including: Commerce Committee, Armed Services Committee, Appropriations Subcommittee on Defense, Appropriations Subcommittee on State and Foreign Operations

INTERNSHIPS

Associated Students of the University of Missouri – Jefferson City, MO

2008-2011

Roy Blunt for U.S. Senate – Jefferson City, MO

2010

Office of Congressman Roy Blunt – Washington, DC

2009

U.S. House Committee on the Budget – Washington, DC

2009

AAA, Governmental Affairs – Washington, DC

2008

EDUCATION

University of Missouri

Columbia, MO

BA, Economics, Political Science, *Magna cum laude*

2011

Mindy Brashears
 United States Department of Agriculture
 1400 Independence Ave. SW, Washington, DC

EDUCATION

Oklahoma State University

Doctor of Philosophy in Food Science, Food Microbiology – August 1997

Master of Science in Food Science, Food Microbiology – May 1994

Texas Tech University

Bachelor of Science in Food Technology, Magna Cum Laude – May 1992

CURRENT POSITION

U.S. Department of Agriculture, Food Safety and Inspection Service

Deputy Under Secretary for Food Safety (January 2019 – Present)

Responsibilities

Working to ensure a safe food supply through the supervision of more than 9,000 skilled professionals throughout the United State and its territories.

PREVIOUS EXPERIENCE

Department of Animal and Food Sciences, Texas Tech University

Roth and Letch Family Endowed Chair in Food Safety (March 2018 – January 2019)

Professor (September 2009 – January 2019)

Associate Professor (September 2004 – September 2009)

Assistant Professor (May 2001 – September 2004)

International Center for Food Industry Excellence, Texas Tech University, Director (2001 – January 2019)

Center for Biodefense, Law and Public Policy, Texas Tech University School of Law, Faculty Member (2003 – January 2019)

West Texas A&M University, Adjunct Faculty Member (2004 – January 2019)

Responsibilities

Administrative

Secured and managed funding for center. Coordinated promotional activities. Supervised center staff.

Research

Conducted research to address current food safety issues in both pre-harvest and post-harvest environments. Specific projects included an evaluation of direct-fed microbials and other interventions to reduce *E. coli* O157:H7 in cattle, beef and spinach, determination of the correlation of shedding *E. coli* O157:H7 in the feedlot and contamination of the carcasses with pathogens, risk factors associated with the emergence of antimicrobial drug resistance, and validation of critical control points (CCPs) in beef, pork, poultry, and leafy green processing environments.

Teaching

Taught undergraduate and graduate courses in food microbiology, food safety, HACCP and grant writing.

Outreach

Assisted food processors with HACCP training and HACCP validation and verification.
Conducted workshops on HACCP, Advanced HACCP, Sanitation, and Recalls.

University of Nebraska, Department of Food Science and Technology

Assistant Professor, Extension Food Safety Specialist (August 1997 – May 2001)

Responsibilities

Extension: Assisted the food industry with the implementation of HACCP programs, sanitation, preservation, and various other food safety issues.

Research: Conducted research related to applied food safety needs of the food industry including microbial interventions and HACCP validation in both pre- and post-harvest environments.

Oklahoma State University, Department of Animal Science

Graduate Research Assistant (August 1992 – August 1997)

EDUCATIONAL ACTIVITIES

Undergraduate Courses

Food Microbiology

Food Safety

Graduate Courses

Food Microbiology

Current Topics in Food Microbiology

Food Safety

Grant Writing

Seminar

Director of Texas State FFA Food Science Contest for High School Students

Co-Director of Bob Albin Graduate Student Paper Competition

National Media Spokesperson for “Best Food Nation”

EXTENSION and OUTREACH ACTIVITIES

Validator, Food Safety from Farm to Fork report from PEW Charitable Trust

Designated as a Lead Instructor for the International HACCP Alliance

HACCP Training for Food Processors

HACCP Plan Development

HACCP Plan Verification

HACCP Plan Re-Assessment

Introductory HACCP Courses
 Advanced HACCP Courses
 Individualized HACCP Training for Processors
 HACCP Plan Validation through Research in Pathogen Processing Area
 On-Line HACCP
 Spanish On-Line HACCP
 In-Depth Verification Review Assistance

Recall Workshops and Recall Plan Development

Sampling Plan Development
 Sanitation Workshops
 Crisis Management During Recalls
 Food Security

Specialized Training Courses Completed

International HACCP Alliance's Train the Trainer Course
 Food Processors Institute's Advanced HACCP Workshop: Verification and Validation
 National Association of Meat Processors In-Depth Verification Workshop
 National HACCP Education Conference
 American Meat Association Sampling for Control of *Listeria monocytogenes* Workshop

Food Safety Website (www.foodsafety.ttu.edu) (2001-2010)

Designed, created and maintain a food safety website to educate consumers and food industry professionals about safe food handling
 Developed downloadable forms to be used for developing HACCP plan
 Answered consumer and processor questions about Food Safety and HACCP
 Member of the USDA Food Safety Website Coordinators Group

HONORS

- Nominated for Undersecretary for Food Safety in the United State Department of Agriculture (awaiting Senate confirmation), 2018, 2019
- Distinguished Research Award – American Meat Science Association, 2018
- Campus Internationalization Award to the International Center for Food Industry Excellence – Texas Tech University Office of International Affairs, 2018
- Outstanding Woman Leader Award – West Texas Association of Women in STEAM, 2017
- Distinguished Extension/Industry Award – American Meat Science Association, 2017
- Keynote Address Speaker – International Congress on Meat Science and Technology (ICoMST) in Cork, Ireland, 2017
- Fellow – National Academy of Inventors, (first for a faculty member from Texas Tech), 2016
- Top 25 Future Icon of the Beef Industry – National Provisioner Magazine, 2016
- Scientist of the Year – Lubbock chapter of the Achievement Rewards for College Scientists (ARCS) Foundation, 2014
- Laboratorian Award – International Association for Food Protection, 2014
- Hill Seminar Distinguished Scientist – Penn State University, 2012
- Farm Foundation – Exemplary Teamwork and Collaboration Award, 2011
- CASNR Advising Award – Texas Tech University, 2010

- Distinguished Achievement Award – American Meat Science Association, 2009
- Integrated Scholar – Texas Tech University, 2009
- Presidents Academic Achievement Award – Texas Tech University, 2008
- “20 Under 40” Award – Young Professionals of Greater Lubbock, 2008
- Advanced Degree Graduate of Distinction – Oklahoma State University, 2008
- Big 12 Rising Star Award for Innovation In Research and Technology Transfer, 2006
- Research Award – College of Agricultural Sciences and Natural Resources (CASNR), Texas Tech University, 2005
- Selected as one of the top 6 experts in the United States on *E. coli* O157 to participate in the FSIS *E. coli* O157 Expert Solicitation Panel, 2005
- Invited as one of the top 30 scientists in the world to participate in a scientific panel, “Probiotic Microbes: The Scientific Basis” by the American Academy of Microbiology, the honorific leadership group of the American Society for Microbiology, November 2005
- USDA NRI Panel Manager – Food Safety, 2001 and 2002
- USDA NRI Panel Member – Food Safety, 2000
- *E. coli* O157 Task Force – National Cattleman’s Beef Association
- Burroughs Wellcome Fund Visiting Professorship in Microbiological Sciences – American Society for Microbiology – Served as a visiting professor in Food Safety and HACCP at the University of Puerto Rico, Humacao
- Appointed to Scientific Review Team for the USDA Risk Assessment for *E. coli* O157:H7, 2004
- Excel Food Safety Team Member to give presentations on Food Safety in North America, 2002
- Editorial Board, Journal of Food Protection
- Editorial Board of the Journal of Food Science
- Editorial Board of the Journal of Animal Science, Meat Science Section
- Silver Award for HACCP Video – National Ag Communicators of Tomorrow
- Epsilon Sigma Phi Team Award – Urban Pest Management Team, 1999
- Outstanding Ph.D. Student in the Department of Animal Science, Oklahoma State University, 1997
- E.M. Ahmed Graduate Student Scientist Award, 1997
- Joe V. Whiteman Award for Outstanding Graduate Student Research Paper, 1994 and 1997
- Sigma Xi
- Phi Kappa Phi
- Gamma Sigma Delta
- Golden Key
- Alpha Zeta
- Cardinal Key
- Alpha Lambda Delta

- Phi Tau Sigma

ORGANIZATIONAL CITIZENSHIP

National

Member

National Academy of Inventors (Fellow)
 American Society for Microbiology
 International Association for Food Protection
 Institute of Food Technologists
 American Meat Science Association
 Conference for Research Workers and Animal Diseases (Elected Membership, 2004 – January 2019)
 National Alliance for Food Safety

Chair

S-295 USDA Multi-State Research Project, Food Safety – 2002
 Other Offices Held: Secretary and Chair-Elect
 National Alliance for Food Safety and Security - 2004

Board of Directors

National Alliance for Food Safety and Security – 2001-2004

Editorial Boards

Ommega Publishers
 Journal of Food Protection
 Journal of Animal Science, Meat Science Section
 Journal of Food Science
 Ad Hoc Reviewer for JAVMA, International Journal of Food Microbiology, Journal of Food Safety, Applied and Environmental Microbiology

Editor Selection Committee

Journal of Food Protection, 2014

Award Committee

International Association for Food Protection, 2013 – 2014

Program Committee

International Association for Food Protection, 2010 – 2013

Planning Committee

International Congress of Meat Science and Technology (ICoMST) 2020 Meeting

Steering Committee

Journal of Food Protection

Operations Committee

National Alliance for Food Safety

State

Agro Medicine Consortium – Organizational Committee, Nebraska (1998-1999)
 Nebraska's Farm to Table Food Safety Group (1997-2001)
 Nebraska Poultry Industry – Former Board Member (1998-2000)
 Nebraska Association of Milk, Food and Environmental Sanitarians Former Treasurer and President (1999, 2000)
 Phi Tau Sigma – Former President (2005)
 Nebraska Animal Production – Food Safety Coalition (1999)
 Aksarben Section of IFT – Former President (2000)

University

Tenure Hearing Committee (2017 – 2018)
 Committee to Establish the National Academy of Inventors – TTU Chapter
 Task Force for Review of University Centers
 Undergraduate Research Task Force
 Provost Search Committee
 CASNR Dean Search Committee
 Tenure Grievance Committee
 Misconduct in Research Committee
 Review Committee for Engineering Centers

College

CASNR Visioning Committee, Co-Chair
 Research Committee, Chair
 Dean Search Committee

Department

Graduate Committee
 Curriculum Committee
 Recruitment Committee
 Advisor, Food Tech Club
 Bob Albin Graduate Student Research Competition Chair
 Committee for Student Recruitment
 Coach, TTU Team for Taste of RMC Competition

INTERNATIONAL EXPERIENCES

SOWER Scholars Program

Founder of the SOWER (Sustaining Our World Through Education and Research) program for student mentoring

Currently Conducting Research and Teaching Programs in the Following Countries: Mexico, Honduras, Costa Rica, Bahamas, Barbados, Panama, Nicaragua, Belize, and Colombia.

Collaborations with Governments / Ministers of Agriculture

Honduras (President and Minister of Agriculture)
 Belize
 Bahamas
 Nicaragua

Collaborations with Universities

Universidad Nacional de Autonomia (UNA) Honduras
 University of Burgundy
 Universidad Zamorano
 Bahamas Agriculture and Marine Science Institute (BAMSI)
 Bahamas Agricultural and Industrial Corporation (BAIC)

Research Projects

Pathogen Baselines in Beef and Produce (Salmonella & E. coli O157:H7) in Honduras

Shrimp Biosecurity Plan Evaluation & Audit for the Honduran Government to Prevent Early Mortality Syndrome (in collaboration with SENASA)

Pathogen Baselines in Goats and Goat Meat in the Bahamas (in collaboration with IICA and BAMSI)

Food Safety, Animal Nutrition and Meat Science Project in Honduras to Establish Sustainable Production Systems in Honduras for Cattle (in collaboration with government and 9 farms)

Workshops

Inspector Equivalency Training: Food Safety, Quality Sanitation and Animal Welfare in Honduras (in collaboration with SENASA), 2017.

Meat School en Español for International Participants, Texas Tech, 2016

Meat Processing and Food Safety Workshop in the Bahamas, 38 Participants, 2016

Developing Value-Added Meat Products and Food Safety Programs in the Bahamas, 50 Participants, 2016

Food Safety, Meat Quality and Animal Production in the Bahamas, 66 Participants, 2016

Hosted 50 students from Universidad Nacional Autonoma de Honduras (UNAH) for week of Trainings in Food Safety and Meat Processing, 2015

RESEARCH SUMMARY

Grants Received

National, Commodity, Industry Funding

Total	\$20.1 Million
Texas Tech University	\$18.1 Million
University of Nebraska	\$ 2.0 Million

Tosha Opheim, Mindy Brashears, Mark Miller, Alejandro Echeverry and Jhones Sarturi. 2018. Supplementation of L28 Direct-Fed Microbial on Growth Performance, Feed Efficiency, and Pathogen Shedding in Beef Cattle Fed Conventional Diets Supplemented with and without Sub-Therapeutic Antibiotics. Texas Beef Council. \$50,000.

Mindy Brashears. 2017. Efficacy of interventions to reduce Salmonella on fresh pork products to improve food safety. National Pork Board. \$115,000.

Mindy Brashears and Kendra Nightingale. Inhibition of *Listeria monocytogenes* on Soft Cheese using Lactic Acid Bacteria as a Biocontrol System Intervention. Dairy Management, Inc. \$65,000

Mindy Brashears, Kendra Nightingale, Jhones Sarturi, Alejandro Echeverry and Mark Miller. 2016. Alternatives to Subtherapeutic Antibiotics in Beef Cattle Feeding to Improve Performance and Mitigate Emergence of Antimicrobial Drug Resistance. Texas Beef Council. \$50,000

Mindy Brashears, Todd Brashears, Marcos Sanchez, Mark Miller, Alejandro Echeverry and Carlos Carpio. 2016. Developing a Generation of Agricultural Change Agents in the Battle for Food Security through Capacity Building. US Department of Agriculture – National Institute of Food and Agriculture. \$750,000

Mindy Brashears, Todd Brashears, Kendra Nightingale, Mark Miller and Alejandro Echeverry. 2016. Antibiotic Resistance Surveillance in Retail Food Specimens in the Southwestern United States – US Food and Drug Administration. \$700,000

Mindy Brashears, Mark Miller, Todd Brashears, Jhones Sarturi, Sam Jackson, Carlos Carpio and Alejandro Echeverry. 2016. Building Capacity in the Honduran Cattle, Sheep and Goat Industries through Investment in Research and Education. \$400,000

Mindy Brashears. 2016. Borlaug Higher Education for Agricultural Research and Development (BHEARD) – Rwanda. US Agency for International Development (USAID) / Michigan State University. \$138,000

Alejandro Echeverry and Mindy Brashears. 2016. Evaluating the Potential Non-Thermal Effects of Microwave Irradiation Treatments for STEC Decontamination of Fresh and Frozen Beef Intended for Non-Intact Beef Products. \$100,000

Cynthia McKinney and Mindy Brashears. 2016. Graduate Education at the Nexus of Global Horticulture and Human Nutrition to Enhance Community Resilience and Food Security. US Department of Agriculture – National Institute of Food and Agriculture. \$175,000

Mindy Brashears, Chance Brooks, and Sara Trojan. 2015. Antioxidant capacity and meat color stability of beef samples from cattle fed a feed supplement. Nutrition Physiology Corp. \$33,913

Mindy Brashears and Todd Brashears. 2015. Global Agricultural Innovation Initiative. Texas Department of Agriculture. \$50,000

Mindy Brashears, Chance Brooks, and Kendra Nightingale. The Effectiveness of Lactic Acid and Peracetic Acid Treatments on Beef Trim, Combined with Acidified Sodium Chlorite in Reducing Multiple Salmonella Serovars During Grinding. American Meat Institute Foundation. \$115,262

Capacity building. United State Department of Agriculture 2015. - \$120,000

Mindy Brashears and Kendra Nightingale. 2015. Pathogen Inhibition: Mechanisms and Environmental Studies. Nutrition Physiology Corp, \$122,000

Mindy Brashears, Marie Bugarel, Guy Loneragan, and Kendra Nightingale. 2014. Characterization and Discrimination of Salmonella using Molecular and Novel Challenge model Approaches. United States Department of Agriculture. \$200,000

Mindy Brashears and Guy Loneragan. 2014. Host, genetic, microbial, and environmental factors associated with Shiga toxin-producing Escherichia coli (STEC) shedding – United States Department of Agriculture. Subaward from Michigan State University. PI – Shannon Manning. Total Grant Amount \$1.2 Million. TTU Amount \$284,662

Mindy Brashears, Marcos Sanchez and Alejandro Echeverry. 2014. Determination of D and Z values of Salmonella ssp. in Rendered Products. Fats and Protein Research Foundation. \$22,000

Brashears, M. 2013-2015. Building Laboratory and Intellectual Capacity in order to Effectively Detect and Reduce Salmonella in the Food Supply. USDA/NIFA. \$693,047

Brashears, M. 2012-2015. Characterization and Discrimination of Salmonella using Molecular and Novel Challenge-model Approaches. Pfizer \$200,000

Brooks, J.C., M.M. Brashears, and A. Echeverry. 2013. The Risk and Thermal Susceptibility of Non-O157:H7 Shiga-toxin Producing Escherichia coli in Non-Intact Beef Products Intended for Food Service or Retail. National Cattlemen’s Beef Association. \$149,952 (\$49,484)

Mindy Brashears, Chance Brooks, and Alejandro Echeverry. Impact of Needle Tenderization on the Safety of Beef. National Cattlemen’s Beef Association. \$150,000

Mindy Brashears, Marie Bugarel, Guy Loneragan, and Kendra Nightingale. Characterization and Discrimination of Salmonella using Molecular and Novel Challenge model Approaches. United States Department of Agriculture. \$200,000

Mindy Brashears, Mark Miller, Todd Brashears. 2013. Reduction of E. coli O157:H7 in Small-Scale cow/calf operations using Best Management Practices. United States Department of Agriculture. Primary Institution – Oklahoma State University (Divya Jaroni). \$125,523

Mindy Brashears, J. Chance Brooks, Alejandro Echeverry, Guy Loneragan, Mark Miller, and Kendra Nightingale. Mitigation of Salmonella in Lymph Nodes using a Pre-harvest Intervention. American Meat Institute Foundation. \$89,914

Mindy Brashears, J Chance Brooks, and Guy Loneragan. Determining the Incidence and Antimicrobial Susceptibility of Salmonella Serovars Isolated from U.S. Retail Ground Pork, National Pork Board, \$56,657

M. Todd Brashears, Mindy Brashears, Guy Loneragan, Markus Miller, and Kendra Nightingale. Building Laboratory and Intellectual Capacity in Order to Effectively Detect Salmonella in Food Supply, USDA, \$749,930

Mindy Brashears, J. Chance Brooks, Alejandro Echeverry, Lacey Guillen, and Guy Loneragan. E. coli O157:H7 as an Indicator for the "Big 6" STECs, National Cattlemen's Beef Association, \$50,000

Mindy Brashears and Guy Loneragan, Determine Whether a Commercially Available Vaccine is able to Clear Challenged induced Salmonella Lymph Node Colonization, National Cattlemen's Beef Association, Total \$40,100, TTU Total \$20,050

Mindy Brashears, Alejandro Echeverry, Guy Loneragan, and Markus Miller, Establishment of a Non-O157 Shiga-toxin Producing E.coli (STEC) Baseline, National Cattlemen's Beef Association, TTU Total \$40,000

Mindy Brashears and Guy Loneragan, Evaluation of E.coli O157 Extract Vaccine on Prevalence of non-O157 Shiga-toxin Producing E.coli (STEC), National Cattlemen's Beef Association, Total \$90,524, TTU \$40,262

Michel Brashears, Mindy Brashears, and Alejandro Echeverry, FAS Capacity Building and Assessment of Capabilities and Deficiencies of the Asia-Pacific Economic Cooperation (APEC) Laboratory Network, USDA, TTU Total \$14,332

Mindy Brashears, Host, Genetic, Microbial, and Environmental Factors Associated with Shiga Toxin-producing Escherichia coli (STEC) Shedding, USDA, TTU \$48,703

Mindy Brashears and Guy Loneragan, Pilot Testing Project for Animal NARMS Sampling, USDA, TTU Total \$48,000

Mindy Brashears and Guy Loneragan Quantification of the Relationship between Distiller's Grain Co-products and Escherichia coli O157:H7: Load in Real-world, Commercial Feedlot Settings, USDA, Total \$399,437, TTU \$199,718

Mindy Brashears, and Chance Brooks, SUPPLEMENT: Methods for Effectively Controlling E. coli O157:H7 and Salmonella during the Production of Non-intact Beef Products, National Cattlemen's Beef Association, Total \$15,000, TTU \$7,500

Mike Ballou, Michel Brashears, Mindy Brashears, Chance Brooks, Guy Loneragan, Markus Miller, Solutions for the Food Safety Threat Posed by Salmonella in the Lymph Nodes of Cattle Presented for Harvest, USDA, TTU \$597,045

Mike Ballou, Michel Brashears, Mindy Brashears, Chance Brooks, Guy Loneragan, Markus Miller, Solutions for the Food Safety Threat Posed by Salmonella in the Lymph Nodes of Cattle Presented for Harvest, National Cattlemen's Beef Association matching funds to USDA grant, TTU \$150,000

Mindy Brashears and Guy Loneragan. Host, genetic, microbial, and environmental factors associated with Shiga toxin-producing Escherichia coli (STEC) shedding – United States Department

of Agriculture. Subaward from Michigan State University. PI – Shannon Manning. Total Grant amount \$1.2 Million. TTU Amount - \$284,662

Mindy Brashears, Mark Miller, Chance Brooks, Christine Alvarado, Pawan Takhar, Leslie Thompson, Todd Brashears, Shelly Harp, Deb Reed, Janice Boyce, Center for Food Industry Excellence, Texas – 2010, United States Department of Agriculture, \$843,000

Mindy Brashears, Guy Loneragan, Tony Bryant, John Ruby. Evaluation of E. coli O157 Bacterial Extract Vaccine, National Cattlemen's Beef Association, \$130,811

Mindy Brashears, Guy Loneragan, Dayna Harhay, Tom Edirington. Identification and Characterization of Population(s) at Greatest Risk for Presence of Salmonella within Lymph nodes, National Cattlemen's Beef Association, \$144,835

J. Chance Brooks, Mindy Brashears, Mark Miller, The Effect of Acidified Sodium Chlorite, Lactic Acid, and Cooking on the Survivability of E. coli in Needle Tenderized Beef Steaks, National Cattlemen's Beef Association, \$65,057

Mindy Brashears, Mark Miller, Chance Brooks, Christine Alvarado, Pawan Takhar, Leslie Thompson, Todd Brashears, Shelly Harp, Deb Reed, Janice Boyce, Center for Food Industry Excellence, Texas – 2009, United States Department of Agriculture, \$845,000

Mindy Brashears, Mark Miller, Todd Brashears. 2009. Reduction of E. coli O157:H7 in Small-Scale cow/calf operations using Best Management Practices. United States Department of Agriculture. Primary Institution – Southern University (Divya Jaroni). Awarded Amount: \$1.0 million TTU Amount: \$400,000

Mindy Brashears, Mark Miller, Todd Brashears, Chance Brooks, Brad Johnson. 2009. Quantification of the Relationship between Distiller's Grains Co-Products and Escherichia coli O157:H7 Load in Real-World, Commercial Feedlot Settings. United States Department of Agriculture. Primary Institution – West Texas A&M University (Guy Loneragan). Awarded Amount: \$800,000 TTU Amount: \$285,000

Brooks, J.C., M.M. Brashears and M.F. Miller. 2009. The Effect of Acidified Sodium Chlorite, Lactic Acid, and Cooking on the Survivability of E. coli in Needle Tenderized Beef Steaks. National Cattlemen's Beef Association. \$53,057

Mindy Brashears, Mark Miller, Chance Brooks, Christine Alvarado, Pawan Takhar, Leslie Thompson, Todd Brashears, Shelly Harp, Deb Reed, Janice Boyce, Center for Food Industry Excellence, Texas – 2008, United States Department of Agriculture, \$943,353, \$179,237

Mindy Brashears, Mark Miller, Todd Brashears, Minimizing Microbial Food Safety Hazards of Fresh and Fresh-Cut Fruits and Vegetables Through a Farm to Table Approach, United States Department of Agriculture, \$199,675, \$65,892

Mindy Brashears, Guy Loneragan (WTAMU), Morgan Scott, Bo Norby (TAMU)

Novel Pre-Harvest Intervention to protect Antimicrobials of Critical Importance in Human and Veterinary Medicine. United States Department of Agriculture. Total Award: \$900,000 (TAMU) Texas Tech Amount: \$88,000

Mark Miller, Chance Brooks, Mindy Brashears, Evaluation of Shelf Life of Australian Beef. Meat Livestock Australia. \$122,000

Mindy Brashears, Enusha Karunasena, The Consequences of Feed Withdrawal from Cattle and Its Effect on Pathogenic *Escherichia coli* O157:H7 Distribution, Proliferation and Virulence: A Model of Transportation Stress on Cattle & Pathogen. South Plains Foundation. Total amount- \$15,000

Mindy Brashears, Mark Miller, Chance Brooks, Carcass Mapping to Determine *E. coli* 0157 Distribution on Beef Carcasses, National Cattleman's Beef Association, \$103,773, \$41,509

Christine Alvarado, Pawan Takhar, Mindy Brashears, Control of *Listeria monocytogenes* on Contact and Non-Contact Surfaces by Electrostatic Spraying of Sanitizers, United States Poultry and Egg Association, \$40,890, \$12,267

Chance Brooks, Mark Miller, Mindy Brashears, Impact of Ground Beef Packaging Systems and Temperature Abuse on the Quality of Ground Beef, National Cattleman's Beef Association, \$31,623, \$12,649

Chance Brooks, Mark Miller, Mindy Brashears, Impact of Ground Beef Packaging Systems and Temperature Abuse on the Safety and Quality of Ground Beef, American Meat Institute Foundation, \$63,245, \$25,298

Chance Brooks, Mark Miller, Mindy Brashears, Impact of Ground Beef Packaging Systems and Temperature Abuse on the Safety of Ground Beef, National Cattleman's Beef Association, \$31,623, \$12,649.

Mindy Brashears, Mark Miller, Chance Brooks, Todd Brashears, Pre-Harvest Critical Control Points in Feed Yards to Prevent Cross-Contamination of Pathogens onto Cattle and Other Environmental Areas, United States Department of Agriculture, \$597,652, \$179,295

Chance Brooks, Mark Miller, Mindy Brashears, The Survivability, Growth and Heat Susceptibility of *E. coli* O157:H7 in Enhanced Beef Brine Solutions Containing Salt, Potassium Lactate, National Cattleman's Beef Association, \$125,500, \$50,200

Mindy Brashears, Margaret Brinkley, Improving Hand Hygiene Compliance in Restaurants, United States Department of Agriculture/Regents of the University of California, \$195,262, \$48,815

Shelley Harp, Brent Shriver, Janice Boyce, Mark Miller, Leslie Thompson, Chance Brooks, John Blanton, Kevin Pond, Pawan Takhar, Christine Alvarado, Mindy Brashears, Todd Brashears, Center for Food Industry Excellence, United States Department of Agriculture, \$1,266,717, \$291,344

Chance Brooks, John Blanton, Mark Miller, Mindy Brashears, Development and Validation of Intervention Strategies to Control *Escherichia coli* O157:H7 and *Salmonella* spp in Needle Tenderized and Injected Beef, National Cattleman's Beef Association, \$134,073, \$60,332

Mindy Brashears, Inter-Lab Comparison Study, National Cattleman's Beef Association/Washington State, \$7,200, \$7,200

Mindy Brashears, Mark Miller, Chance Brooks, Phase 1: Food - The Effect of Meat Packaging Technologies on the Safety and Spoilage- Indicating Characteristics of Ground Beef, National Cattleman's Beef Association, \$40,732 , \$13,848

Chance Brooks, Mark Miller, Mindy Brashears, Phase 2: Spoilage - The Effect of Meat Packaging Technologies on the Safety and Spoilage-Indicating Characteristics of Ground Beef, National Cattleman's Beef Association, \$87,752, \$28,958

Mark Miller, Chance Brooks, John Blanton, Mindy Brashears, Reduction of Food-Borne Pathogens on Cattle During Loading through Control of Dust Generation, National Cattleman's Beef Association, \$66,550, \$19,965

Mark Miller, Chance Brooks, Mindy Brashears, Reduction of the Food-Borne Pathogens *Salmonella* on Cattle During Loading through Control of Dust Generation at the Feedlot, National Cattleman's Beef Association, \$66,824, \$22,051

Mindy Brashears, Christine Alvarado, John Blanton, Chance Brooks, Mark Miller, Risk Factors and Consequences Associated With Condensation in Fresh and Ready-to-Eat Processing Facilities, American Meat Institution Foundation, \$95,445, \$19,089

Mindy Brashears, Enusha Karunasena, Chance Brooks, Mark Miller, The Consequences of Stress and Diet on the Immune and Endocrine Systems of Cattle and Their Effects on the Seasonal Shedding of Escherichia coli 0157:H7, National Cattleman's Beef Association, \$90,089, \$36,035

Mindy Brashears, Michael Galyean, Reduction of E. coli 0157 in Beef Feedlot Cattle Using Varying Doses of a Direct-Fed Microbial, Nutrition Physiology Corporation, \$172,770, \$43,192

Mindy Brashears, Comparison of Rapid and Immunomagnetic Separation Methods for Detection and Quantification of E. coli 0157 in Fecal, Hide and Carcass, National Cattleman's Beef Association, \$84,132, \$84,132

Christine Alvarado, Mindy Brashears, Controlling Listeria Monocytogenes in Further Processed Meat, National Alliance for Food Safety and Security, \$107,847, \$26,961

Todd Brashears, Mark Miller, Mindy Brashears, Development of a Pre-Harvest Educational Program for Cattle Producers- Food Safety Inspection Service, United States Department of Agriculture, \$50,190, \$16,562

Christine Alvarado, Todd Brashears, Mindy Brashears, Development of an Online HACCP Certification and Hazard Analysis Resource List for Shell and Further Processed Eggs - Food Safety Inspection Service, United States Department of Agriculture, \$35,293, \$11,646

Mark Miller, John Blanton, Chance Brooks, Mindy Brashears, Effects of Dust Cloud Cross-Contamination on E. coli 0157 and Salmonella during Cattle Transport, National Cattleman's Beef Association, \$68,125, \$17,181

Mindy Brashears, John Blanton, Feedlot Production Practices and Their Impact on Pre- and Post-Harvest Antimicrobial Susceptibility Patterns of Enteric Bacteria, National Cattleman's Beef Association/West Texas A&M University, \$428,841, \$428,841

Christine Alvarado, John Blanton, Mindy Brashears, Inhibition of Campylobacter in Whole Chicken Carcasses Using Intervention Technologies, Supachill USA Inc., \$43,285, \$21,642

Mindy Brashears, Michael Galyean, Reduction of E. coli 0157 in Beef Feedlot Cattle Using Varying Doses of a Direct-Fed Microbial, Nutrition Physiology Corporation, \$172,770, \$43,192

Chance Brooks, Mark Miller, Todd Brashears, Mindy Brashears, Reduction of E. coli and Salmonella in Ground Beef Using Rosemary Oleoresin and Oregano Essential Oils - Food Safety Inspection Service, United States Department of Agriculture, \$50,350, \$12,587

Mark Miller, Chance Brooks, Todd Brashears, Mindy Brashears, Reduction of Escherichia coli 0157:H7 and Salmonella ssp. Using Dry Chilling in Small Processing Plant Environments - Food Safety Inspection Service, United States Department of Agriculture, \$50,000, \$12,500

John Blanton, Chance Brooks, Mark Miller, Mindy Brashears, Validation of Trichloromelamine as an Effective Hide Wash Technology, National Cattleman's Beef Association, \$61,262, \$15,315

Mindy Brashears, Christine Alvarado, Chance Brooks, Todd Brashears, Verification of Microwave Technology for the Elimination of Food-Borne Pathogens in Whole Shell Eggs and the Development of New Applications in the USA Food Industry, ITACA, \$55,711, \$13,927

Mindy Brashears, Mark Miller, Application of Antimicrobial Treatments in a Commercial Stimulation to Reduce E. coli 0157:H7 and Salmonella spp. in Beef Trim and in Ground Beef, National Cattleman's Beef Association, \$80,285, \$40,342

Shelley Harp, Brent Shriver, Janice Boyce, Mark Miller, Leslie Thompson, Chance Brooks, John Blanton, Kevin Pond, Pawan Takhar, Christine Alvarado, Mindy Brashears, Todd Brashears, Center for Food Industry Excellence- CSREES, U.S. Department of Agriculture, \$2,518,213, \$306,628

Christine Alvarado, Mindy Brashears, Leslie Thompson, Comparison of Wire and Plastic Belts on Microbial Load and Biofilm Formation, Wirebelt Company, \$34,100, \$8,525

Mindy Brashears, Impact of Feeding Neomycin on the Emergence of Antimicrobial Drug Resistance in *E. coli* 0157, *Salmonella* spp. and Commensal Organisms in Cattle, National Cattleman's Beef Association, \$67,450, \$67,450

John Blanton, Mindy Brashears, Brett Barham, Chance Brooks, Mark Miller, Impact of Transportation of Feedlot Cattle to the Harvest Facility on the Prevalence of *E. coli* 0157:H7 and *Salmonella* spp., National Cattleman's Beef Association, \$79,640, \$15,928

Mindy Brashears, Microbial Testing to Determine Effects of Live Cultures of *Lactobacillus acidophilus* on Shedding of *E. coli* 0157:H7 in Finishing Beef Steers, Nutrition Physiology Corporation, \$157,424, \$91,400

Mindy Brashears, Chance Brooks, Todd Brashears, Mark Miller, Guy Loneragan, Pre-Harvest Critical Control Points in Feed Yards to Prevent Cross-Contamination of Pathogens into Cattle and other Environmental Areas, USDA – Integrated Research, Extension and Education Program, \$597,652

Mark Miller and Mindy Brashears, Impact of dust “A pathogen Cloud” during loading of feedlot cattle during transportation to the harvest facility on the Prevalence of *E. coli* 0157:H7 and *Salmonella* spp. Phase II, National Cattleman's Beef Association \$130,000

Mindy Brashears and Todd Brashears, Foundation Account Food Safety Research, Nutrition Physiology Corporation, \$180,000

Guy Loneragan and Mindy Brashears, Improvements in microbial quality of retention-pond water in response to copper sulfate treatment, Five Rivers, \$26,000

Mindy Brashears, Chance Brooks, Christine Alvarado, Leslie Thompson, Shelf-Life Validation Study, Chili's, \$55,000

Mindy Brashears and Guy Loneragan, Identification of the at-risk population(s) for shedding *Salmonella* in harvest-ready cattle-Phase I, National Cattleman's Beef Association, \$66,000

Mindy Brashears and Guy Loneragan, Identification of the at-risk population(s) for shedding *Salmonella* in harvest-ready cattle-Phase II, National Cattleman's Beef Association, \$100,000

Mindy Brashears, Guy H. Loneragan, Randall S. Singer, Daniel U. Thomson, Michael J. Engler, Feedlot production practices and their impact on pre- and post-harvest antimicrobial susceptibility patterns of enteric bacteria, USDA Cooperative Research, Education and Extension Service, \$1,465,767

Mindy Brashears, Mark Miller, Chance Brooks, John Blanton, Todd Brashears. Reduction of *E. coli* 0157:H7 and *Salmonella* spp. in ground beef using a novel intervention system combining pathogen reduction methods and replacement of natural flora with lactic acid bacteria, USDA-FSIS, \$50,000

Christine Alvarado and Mindy Brashears, Controlling *Listeria monocytogenes* in further processed meat, National Alliance for Food Safety and Security, \$250,000

Mike Galyean, Guy Loneragan, Mindy Brashears, Reduction of *E. coli* 0157 in Beef Feedlot Cattle using Varying Doses of a Direct-Fed Microbials, Nutrition Physiology Corporation, \$140,000

Mindy Brashears, Guy Loneragan, Comparison of Rapid and Immunomagnetic Separation Methods for Detection and Quantification of *E. coli* O157 in Fecal, Hide, Carcass and Ground Beef Samples, National Cattleman's Beef Association, \$79,182

Mindy Brashears, Guy Loneragan, Mike Engler, David Smith, Rodney Moxley Bioniche. Effect of administration of a novel, pre-licensure vaccine on prevalence and bacterial concentration in harvest-ready feedlot cattle, \$127,330

Mindy Brashears, Michael S. Brown, Guy H. Loneragan, Influence of direct-fed microbials on *E. coli* O157 by yearling beef steers, Nutrition Physiology Corp., \$90,000

Mindy Brashears, Guy H. Loneragan, Validation of Sampling Methods to Determine the Prevalence of *E. coli* O157:H7 in Beef Feedlot Cattle, National Cattlemen's Beef Association, \$21,875

Mindy Brashears, Guy H. Loneragan, , Impact of feeding neomycin on the emergence of antimicrobial drug resistance in *E. coli* O157, *Salmonella* spp. and commensal organisms in cattle. National Cattlemen's Beef Association, \$67,450

Mindy Brashears, Reduction of *E. coli* O157:H7 in Beef Feedlot Cattle using Varying Doses of a Direct-Fed Microbials, American Meat Institute/National Cattleman's Beef Association, \$154,000

Mindy Brashears, Validation of Multi-Hurdle Antimicrobial Treatments to Reduce *E. coli* O157 and *Salmonella* spp. in Beef Trim and Ground Beef in Small and Very Small Processing Facilities, USDA/FSIS, \$25,000

Mindy Brashears, Guy Loneragan, Impact on Hide Interventions and Cleaning on the Microbial Quality of Beef Carcasses in Small and Very Small Processing Plants, USDA/FSIS, \$25,000

Mindy Brashears, Guy Loneragan, Reduction of Salmonella and *E. coli* O157:H7 in beef cattle in commercial feedlots, Nutrition Physiology Corporation, \$61,000

Mindy Brashears, Pen Origin Dust Control Using Feedlot Effluent and *E. coli* O157 Status of Market Ready Feedlot Cattle, ContiBeef, \$50,000

Mindy Brashears, Validation of Interventions to be Used in Small and Very Small Meat Processing Facilities, USDA - Integrated Research, Extension and Education Program, \$600,000 (Collaborators – Washington State University, Penn State University)

Mindy Brashears, James Smith, Multi-functional Web-based HACCP and Food Safety Course Development, USDA Integrated Research, Extension and Education Program. \$370,000 (Collaborators – University of Nebraska, Alabama A&M)

Mindy Brashears, Todd Brashears, HACCP Training and Research to Assist Meat Processors with Process Deviation for Lethality and Stabilization, \$511,000 (Collaborators – University of Nebraska, Kansas State University)

Mindy Brashears, Mike Galyean, Increasing the Marketing Value of Cottonseed as a Pre-Harvest Control Measure for *E. coli* O157:H7 in Feedlot Cattle, International Cotton Research Council, \$75,000

Mindy Brashears, Mark Miller, Determination of the Efficacy of a Lactic Acid Probiotic Treatment on the Reduction of *E. coli* O157 in Commercial Feedlot Settings, Nutrition Physiology/Excel , \$83,463

Mindy Brashears, Mark Miller, Microbiological Sampling for Microbial Tracking Study, National Cattlemen's Beef Association, \$25,900

Mindy Brashears, Mike Galyean, Ron Warner, Critical Step Validation for Pre-Harvest Microbial Food Safety Strategies, Texas Cattle Feeders, \$16,959

Mindy Brashears, Competitive Inhibition of *E. coli* O157:H7 and *Salmonella* spp. in Ground Beef Products, NCBA/TX Beef Council, \$19,160

Mindy Brashears, Pre-Harvest Food Safety Interventions, Nutrition Physiology Corporation, \$72,048

Mindy Brashears, Validation of Temperature Parameters as CCPs during Pork Fabrication, National Pork Producers Council, \$24,500

Mindy Brashears, Competitive Inhibition of *Listeria monocytogenes* in Ready-to-Eat Pork Products: Phase II, National Pork Producers Council, \$22,000

Mindy Brashears, Mike Galyean, Testing of Probiotic Bacteria for the Elimination of *Escherichia coli* O157:H7 in Cattle, American Meat Institute, \$123,000

Leslie Thompson, Linda Hoover, Kenny Wu, Mindy Brashears, Impact of high-speed chilling/freezing immersion in the microbiological and sensory quality of produce, Texas Tech Multidisciplinary Seed Grant, \$20,000

Leslie Thompson, Linda Hoover, Kenny Wu, Mindy Brashears, Impact of high-speed chilling/freezing immersion in the microbiological and sensory quality of produce, ATP, \$121,000

Mindy Brashears, Guy H. Loneragan, Critical-step validation for pre-harvest microbial food safety strategies, Houston Livestock Show and Rodeo, \$4,000

Mindy Brashears, Conrad Lyford, Kyle Dalh, Analysis of Pre-Harvest Food Safety Systems for the Beef Industry, Houston Livestock Show and Rodeo, \$5,000

Mindy Brashears, Feasibility of Carcass Submersion as a Post-Chill Intervention, Nebraska Beef, LTD, \$10,000

Kenny Wu, Leslie Thompson, Linda Hoover, Mindy Brashears. Probiotic Effects on Rat Intestinal Microstructure and Fecal Microbial and Organic Compound Profiles, Texas Tech University, \$10,000

Mindy Brashears, Evaluation of Intervention Strategies in Feedlot Environments, Nebraska Beef Council, \$120,000*

Mindy Brashears, Extension and Education Program - Improving HACCP Systems for Small Meat and Food Processors in Four Midwest States, USDA Integrated Research, \$540,000*

Mindy Brashears, CCP Identification and Validation during Poultry Production and Processing, USDA Special Research Grants Program, \$250,000*

Mindy Brashears, HACCP Implementation/Management for Small Meat and Food Processors in 4 Midwest States, USDA Food Safety and Quality National Education Initiative, \$200,000*

Mindy Brashears, Competitive Exclusion of *E. coli* O157:H7 in Cattle, Nutrition Physiology Corporation, \$120,000*

Mindy Brashears, Isolation and Characterization of Antibiotic-Resistant Microorganisms from Poultry, Mussehl Poultry Research Endowment, \$15,000*

Mindy Brashears, Inhibition of *Listeria monocytogenes* in Ready to Eat Poultry Products with Ionized Water, Mussehl Poultry Research Endowment, \$15,000*

Mindy Brashears, Development of Generic Egg HACCP Models, USDA/FSIS, \$50,000*

Mindy Brashears, Testing of Probiotic Bacteria for the Elimination of *Escherichia coli* O157:H7 in Experimentally Infected Cattle, MAFMA, \$24,000*

Mindy Brashears, Competitive Inhibition of *Listeria monocytogenes* in ready to eat pork products, National Pork Producers Council, \$17,500*

Mindy Brashears, Plan of Work - Food Safety Extension in Nebraska, USDA, \$30,000*

Mindy Brashears, Delivery of "Introduction to HACCP Principles" Video to USDA Federally Inspected Very Small Meat and Poultry Processors, USDA/FSIS, \$21,658*

Mindy Brashears, Translation to Vietnamese and Delivery of "Introduction to HACCP Principles" Video to USDA Federally Inspected Very Small Meat and Poultry Processors, USDA/FSIS, \$9,900*

Mindy Brashears, Translation to Chinese, and Korean and Delivery of "Introduction to HACCP Principles" Video to USDA Federally Inspected Very Small Meat and Poultry Processors, USDA/FSIS, \$24,570*

Mindy Brashears, Enhancing Food Safety through Control of Foodborne Disease Agents, Regional Research Project S-263, \$36,000*

Mindy Brashears, Competitive Inhibition of Food-borne Pathogens in Meat, Layman Award, \$7,200*

Mindy Brashears, Inhibition of Food-borne pathogens by *Lactobacillus lactis* during refrigerated storage in laboratory media, Research Grant-In-Aid, University of Nebraska, Research Council Office, \$2,784*

Mindy Brashears, Microbial Verification of HACCP Systems in Meat Processing Establishments, Research Grant-In-Aid, University of Nebraska Research Council Office, \$4,000*

Mindy Brashears, *E. coli* O157:H7 Research, State of Nebraska – Legislative Bill 1206, \$75,000*

Mindy Brashears, Competitive Inhibition of Food-borne Pathogens in Poultry Products, Mussehl Poultry Research Endowment, \$10,000*

Mindy Brashears, Shelly McKee, Efficacy of Feeding Egg IgY from Hens Immunized Against *Salmonella enteritidis* (SE) to Treat and Prevent SE Infection in Hens, Mussehl Poultry Research Endowment, \$10,000*

Mindy Brashears, Effect of Probiotics on Enteric Colibacillosis, National Pork Producers Council, \$18,500*

Mindy Brashears, HACCP Education for Extension Educators, University of Nebraska – IANR Extension Division, \$9,000*

Mindy Brashears, Food Safety Extension in Nebraska, USDA – Plan of Work, \$20,000*

**Awarded at University of Nebraska*

Invited Presentations

International

Brashears, M.M. The diversity of beef safety – from a microscopic cell to a global view. 63rd International Congress of Meat Science and Technology (ICoMST). August 2017.

Brashears, M.M., M.F. Miller and N. Huerta. Inspector Equivalency Training: Food Safety, Quality Sanitation and Animal Welfare. Presented at a SENASA workshop, Tegucigalpa, Honduras. Feb 2017.

Brashears, M.M., Echeverry A. Advanced HACCP and Validation Workshop. TFCC, Universidad Pontificia Bolivariana, and the Colombian Food Technology Association (ACTA). Medellin, Colombia, June 2014. 32 Attendees.

Brashears, M.M., Sanchez M. Introduction to HACCP. IICA. Nassau, The Bahamas, April 8-12, 2014. 25 Attendees.

Brashears, M.M., Echeverry A., Miller, M. HACCP Implementation Program and Ante Mortem and Post Mortem Inspection. Costa Rican Beef Industry. San Jose de Costa Rica, Costa Rica, May 6-9, 2014. 40 Attendees.

Brashears, M.M., Trojan, S. Preventing Food Waste. BAIC (Bahamian Government). Nassau, The Bahamas, March 24, 2015. 50 Attendees.

Brashears, M.M. Implementation of Pathogen Reduction Programs and Baselines in Latin America – International Forum of Healthy Foods [*In Spanish: Implementación de Programas de Reducción de Patógenos y Marcos Base de Referencia en Latino América*]. Foro Internacional de Alimentos Sanos. Guadalajara, Jalisco, Mexico, Servicio Nacional de Sanidad, Inocuidad y Calidad Agroalimentaria (SAGARPA) September 11-12, 2014.

Brashears, M.M. Improving the Beef Cattle System in the Bahamas. Focus group sessions. Invited by BAIC and IICA. October, 2014, Nassau. 60 Attendees.

Brashears, M.M. Food Safety and Security and Research at Texas Tech University. Presented at the Technology University of Panama. December 2014. Panama City, Panama. 100 Attendees.

Brashears, M.M. 2012. Food Safety Training and Research in Latin America. Presented at the Annual Latin American meeting of IFT. Guadalajara, Mexico. February 2012.

Brashears, M.M. 2012. International Center for Food Industry Excellence Food Safety Research. Presented to the Cattleman's Industry Association. San Salvador, El Salvador. March 2012.

Brashears, M.M. 2012. International Center for Food Industry Excellence: Research and Graduate School Opportunities. Presented at UNAM. Telecigalpa, Honduras. April 2012.

Echeverry, A. and M.M. Brashears. 2012. Comparación de Cargas Patogénicas en Plantas de Sacrificio TIF y No-TIF en México [Comparison of pathogenic loads from TIF and non-TIF slaughter plants in Mexico]. *5° Congreso Internacional del Caribe y 3° Congreso Latinoamericano "sobre Inocuidad, Calidad y Funcionalidad de los Alimentos en la Industria y Servicios de Alimentación"*. Mazatlan, Sinaloa, México, October 29 – November 2.

Parks, A. and M.M. Brashears. 2012. Overview of Food Safety Projects in Mexico. 5° Congreso Internacional "Sobre Inocuidad, Calidad Funcionalidad de los Alimentos en la Industria y Servicios de Alimentación" Mazatlán, Sinaloa, México October 29 – November 2.

Brashears, M.M. and A. Echeverry. 2010. Inocuidad de limentos: *Aproximacion Sistemática para el control de patógenos Intervenciones antimicrobianas en la planta de procesamiento avícola* "Food Safety, a Systems Approach - Antimicrobial Interventions in the Poultry Processing Environment". VIII Symposium in Poultry Processing and Safety in Queretaro, Mexico. October 28-29.

Brashears, T., M.M. Brashears, and A. Echeverry. 2010. *Estudio acerca del nivel educativo del personal involucrado en el sistema HACCP* "Evaluation of Participants' Knowledge scores in an International HACCP Workshop". VIII Symposium in Poultry Processing and Safety in Queretaro, Mexico. October 8-29.

Invited Speaker to the ProSafeBeef Conference in Dublin, Ireland, March 2009.

Invited Speaker to the VTEC (Verotoxin Producing *E. coli*) Meeting in Buenos Aires, Argentina, May 2009.

Keynote Speaker for the COMECARNE and MEXITEC Annual Convention. Results of a retail food safety survey we conducted in Mexico. November 2009.

Keynote Speaker for the COMECARNE Annual Convention. HACCP and Food Safety Needs in Mexico and the US. November 2008.

National

Brashears, M.M. Novel Intervention Strategies in Fresh Beef. North American Meat Industry (NAMI) Pathogen Control and Regulatory Compliance in Beef Processing Conference. Chicago, IL. September 2017.

Brashears, M.M. Food Safety Research of Mutual Interest to the U.S. and Latin America. FSIS Seminar Series Webinar Presentation. September 2017.

Brashears, M.M., Brashears, M.M. Application of Probiotics to Control Foodborne Pathogens from Farm to Fork. International Association for Food Protection (IAFP) Annual Meeting. Tampa, FL. July 2017.

Brashears, M.M. Developing the Next Generation of Food Safety Innovators. Presented at the 2017 Beef Industry Safety Summit (BIFSCO). Houston, TX. March 2017.

Brashears, M.M. Importance of Support for Non-Land Grant Universities. Testimony before the United States House of Representatives Ag Committee. October 2016.

Brashears, M.M. Food Safety Research of Mutual Interest to the U.S. and Latin America. FSIS Internal Presentation. November 2013.

Chaves, B., L. Garcia, A. Echeverry, M. Miller, and M.M. Brashears. Prevalence of *Salmonella enterica*, *Escherichia coli* O157:H7 and Non-O157 Shiga Toxin-producing *Escherichia coli* in Beef Cuts Sold at Retail Markets in Costa Rica. Presented at the 102nd annual meeting of the International Association for Food Protection, Charlotte, NC. July 2013.

Echeverry, A., and M.M. Brashears. Beef Safety: Mechanically Tenderized and Needle Enhanced Products and Foodborne Pathogens. Presented at the 2013 Beef Industry Safety Summit (BIFSCO). Dallas, TX, March 2013.

Echeverry, A., W.E. Chaney, G.H. Loneragan, J.C. Brooks, K. Nightingale and M.M. Brashears. Post-Harvest Pathogen Reduction Session: *Escherichia coli* O157:H7 as an Indicator for Efficacy of Antimicrobial Interventions to Control non-O157 Shiga Toxin Producing *E. coli* (STEC). Presented at the 2013 Beef Industry Safety Summit (BIFSCO). Dallas, Texas, March 2013.

Brashears, M.M. Seeing a Global Perspective through the Microscope. Presented as the Hill Lecturer at Penn State University. March 2012.

Brashears, M.M. International Opportunities in Food Safety. Presented as the Hill Lecturer at Penn State University. March 2012.

Chaney, W.E., Y.T. Liao, M.J. Wolf, A.R. Parks, J. Martin, A.J. Garmyn, A. Echeverry, L.D. Thompson, M.F. Miller, J.C. Brooks, G.H. Loneragan, and M.M. Brashears. *Escherichia coli* O157:H7 and non-O157 STEC Survival and Reduction on Intact Beef Subprimal and Non-intact Beef Trim and Steaks by Intervention and Cooking Processes. Beef Safety Summit, Tampa, FL, March 2012.

Gragg, S.E., G.H. Loneragan, K.K. Nightingale, J.R. Elder, H. Ruiz, M.F. Miller, A. Echeverry, and M.M. Brashears. 2012. Prevalence and Characterization of *Salmonella* Recovered from Lymph Nodes and Feces of Cattle at Harvest in Mexican Slaughter Facilities. Beef Safety Summit, March 6-9, Tampa, FL.

Brashears, M.M. 2012. Issues Surrounding Control and Testing of STECs. Presented at the annual meeting of the Institute of Food Technologists. Las Vegas, NV. June 2012.

Brashears, M.M. 2012. HACCP Validation Strategies. Presented at the annual Reciprocal Meats Conference. Fargo, SD. June 2012.

Brashears, M.M. and James Dickson. Guidelines for Validation Small and Very Small Processors. Reciprocal Meat Conference in South Dakota, June 2012.

Brashears, M.M. The Non-O157 Shiga Toxin *E. Coli*. Strains: Methodologies and Interventions. Institute of Food Technologists (IFT) Annual Meeting, NV, June 2012.

Brashears, M.M. Spicing up *Salmonella* Diversity: Reflections from International Studies in Mexico and Honduras. International Association for Food Protection (IAFP) Annual Meeting in RI, July 2012.

Brashears, M.M. 2012. Adventures in Latin America: Finding *Salmonella*. Presented at the Annual Meeting of the International Association for Food Protection. August, 2012.

Brashears, M.M. 2010. Invitation by USDA-NIFSI. Pathogen Baseline Prevalence in Mexico. Presented at the Annual Meeting for IAFP. Anaheim, CA.

Brashears, M.M. 2010. Invitation by the FAS. Collaborative Relationships and International Research Success. Presented to the Foreign Ag Service. Washington, DC.

Brashears, M.M. Food Safety Research Summit for NCBA in Dallas, TX in March 2008.

Brashears, M.M. Antimicrobial Administration and Emergence of Resistance. 2007 Beef Industry Safety Summit, Dallas, TX.

Brashears, M.M. 2007. Texas Tech University Food Safety Research Update. National Cattleman's Beef Association Food Safety Summit.

Brashears, M.M. 2007. Elite Dairymen Conference - Impact of Modifying Gastrointestinal Microbiology on Herd Health and Production.

Brashears, M.M. 2006. Antimicrobial Drug Resistance, *Salmonella*, and Research Needs. Joint Beef Safety Committee, Cattle Industry Annual Convention & Trade Show, Denver, CO.

Brashears, M.M. 2006. *Salmonella*, Drug Resistance, and Serotypes in Cattle Populations. Beef Industry Food Safety Summit, Jacksonville, FL.

Brashears, M.M. 2006. Reduction of VTEC Carriage in Cattle. 6th International Symposium on Shiga Toxin (Verocytotoxin) - Producing *Escherichia coli* Infections, Melbourne, Australia.

Brashears, M.M. February 2005. Epidemiology of Food-Safety Pathogens Carried by Beef Cattle, Food Safety: from the Surface Up- A National Food Safety Conference, Myrtle Beach, SC.

Brashears, M.M. International Center for Food Industry Excellence. USDA Non-Competitive Research Awards Program. August 2005.

Brashears, M.M. Overview of Reduction of *E. coli* O157 in Beef Feedlot Cattle using Direct-Fed Microbials. National Cattleman's Beef Association Food Safety Summit. Orlando, FL. April, 2005.

Brashears, M.M. Impact of Pre-Harvest Interventions on the Safety of Beef Feedlot Cattle. Northeastern Cattleman's Meeting in May, 2005. Seattle, WA.

Brashears, M.M. Pre-Harvest Food Safety Interventions. National S-295 Food Safety Meeting, "Food Safety from the Surface Up" in Myrtle Beach, SC. February 2005.

Brashears, M.M. Challenges with the Implementation of Pre-Harvest Food Safety Interventions. Southwest Reciprocal Meats Conference. Canyon, TX. Sep18, 2004.

Brashears, M.M. National Cattleman's Beef Association, Annual Meeting. Impact of Direct-Fed Microbials on the Prevalence of *E. coli* O157 in Beef Feedlot Cattle. Nashville, TN. Jan 30, 2003.

Brashears, M.M. National Cattleman's Beef Association, *E. coli* O157:H7 Summit. Impact of Direct-Fed Microbials on the Prevalence of *E. coli* O157 in Beef Feedlot Cattle. San Antonio, TX. Jan 7, 2003.

Brashears, M.M. State of Nebraska Second Annual Governor's Conference on Food Safety. Prevalence of *E. coli* O157:H7 in Cattle and Pre-harvest Control Strategies. Lincoln, NE. April 7-8, 2003.

Brashears, M.M. National Cattleman's Beef Association. Pre-harvest Intervention Technologies. *E. coli* Summit Task Force Meeting. Denver, CO. October 3-4, 2002.

Brashears, M.M. Prevalence and Control of Food-borne Pathogens in the Pre-Harvest Environment. Presented as a Part of the Excel, Food Safety and Technology V Conference, 2002. (Multiple North American Locations).

Brashears, M.M., Pre-harvest Interventions for Beef Feedlot Cattle. Pre-Harvest Pathogen Control Meeting. Oklahoma State University, Stillwater, OK. May, 2002.

Brashears, M.M. 2002. The Food Safety System: Past Accomplishments and Future Efforts to Improve Food-borne Outbreak Investigations. Annual Meeting of the International Association for Food Protection. San Diego, CA. July 1-3.

Brashears, M.M. 2002. Competitive Exclusion of *E. coli* O157:H7 in Beef Feedlot Cattle. Annual Meeting of the International Association for Food Protection. San Diego, CA. July 1-3.

Brashears, M.M. Competitive exclusion of food-borne pathogens in alfalfa sprouts. International Sprout Association's Annual Meeting, July, 2001. Nashville, TN.

Brashears, M.M. *Lactobacillus*. ASDA Discover Conference on Animal Probiotics, Nashville, IN. Sept. 2000

Brashears, M.M. and A. Amezcuita. 2000. Competitive Inhibition of *Listeria monocytogenes* in Ready to Eat Pork Products. NPPC Pork Safety and Quality Summit. July, 2000. Des Moines, IA.

Brashears, M.M. HACCP: Applications and Challenges. Midwest Poultry Federation Annual Meeting. March 1999. St. Paul, MN

Brashears, M.M. Managing a Recall. Midwest Poultry Federation Annual Meeting. March 2002. St. Paul, MN.

Brashears, M.M. Listeria control in Ready to Eat Environments. Midwest Poultry Federation Annual Meeting. March 2002. St. Paul, MN.

State

Brashears, M.M. Going Commercial: How Ideas and Inventions Become Economic Realities. 7th Annual John Huffaker Agricultural Law Course. May 2013.

Brashears, M.M. Pathogens in the Food Chain. Nebraska Retail Grocer's Association, Meat Case Workshop. Oct. 1999.

Brashears, M.M. HACCP Implementation and Challenges. Nebraska Section of the American Society of Agricultural Engineers. October, 1999.

Brashears, M.M. Acidified Foods. Better Process Control School. Sept., 1997 and 1998. University of Nebraska, Lincoln, NE.

Brashears, M.M. Cooperative Extension's Emphasis on Food Safety. NAMFES Annual Meeting. April 1998. Lincoln, NE.

Brashears, M.M. Food Container Handling. Better Process Control School. Sept. 1997 and 1998. University of Nebraska, Lincoln, NE.

Brashears, M.M. GMP's, SOP's and HACCP. Urban Pest Management Conf. Jan. 1998. University of Nebraska, Lincoln, NE.

Brashears, M.M. The *E. coli* O157:H7 Situation. Urban Pest Management Conf. Jan 1998. University of Nebraska, Lincoln, NE.

Brashears, M.M. The University's Involvement in the Fight Against *E. coli* O157:H7. Governor's Ag Conference. March 1998. Kearney, NE.

Brashears, M.M. On-Farm HACCP for Poultry Producers. Nebraska Poultry Industries Annual Meeting. March 1999. Columbus, NE.

Brashears, M.M. Pathogens in the Food Chain. Beef Feedlot Roundtable. March, 1998. Grand Island, NE.

Brashears, M.M. Safe Use and Storage of Sanitizers. Urban Pest Management Conf. Jan. 1999. University of Nebraska, Lincoln, NE.

Brashears, M.M. *Salmonella typhimurium* DT 104. Urban Pest Management Conf. Jan. 1999. University of Nebraska, Lincoln, NE.

University

Brashears, M.M. Preservative Systems Used in Foods. Ingredient Functionality Workshop. May 1998. University of Nebraska, Lincoln, NE.

Brashears, M.M. Sampling Beef Carcasses for Generic *E. coli*. Beef 706 Workshops. 1998 and 1999. University of Nebraska, Lincoln, NE.

Brashears, M.M. Sampling Pork Carcasses for Generic *E. coli*. Pork 101 Workshops. 1998 and 1999. University of Nebraska, Lincoln, NE.

COMMERCIALIZATION

Awarded the Big 12 Rising Star Award for Innovation in Research and Technology Transfer, 2006

Bovamine Defend

Former Chief Scientist in the development of a commercialized product for pre-harvest reduction of pathogens in beef cattle.

Royalties from this product are generated annually with a minimum of \$50,000 annually.

MicroZap

Led a team of scientists in bringing technology from Italy to the US and obtaining multiple patents around the world (see below).

Developed an initial LLC with our scientists which ultimately developed into MicroZap. We were awarded a \$1.5 million Emerging Technology Grant from the State of Texas.

The company has grown with major investors and is nearing major commercialization.

Patents

Patents Granted

1. Willis Don Stull, Jr., Andreas Alfred Neuber, David E. Sharbutt, Michel Todd Brashears, Mindy M. Brashears, Christine Alvarado and J. Chance Brooks. **Microwave disinfection and sterilization**. US Patent Number 9,592,313 B2. Date of Issue March 14, 2017.
2. Willis Don Stull, Jr., Andreas Alfred Neuber, David E. Sharbutt, Michel Todd Brashears, Mindy M. Brashears, Christine Alvarado and J. Chance Brooks. **Microwave Disinfection and Sterilization**. Publication Number US 2016/0045628 A1. Date of Publication February 18, 2016.
3. Willis Don Stull, Jr., Andreas Alfred Neuber, David E. Sharbutt, Michel Todd Brashears, Mindy M. Brashears, Christine Alvarado and J. Chance Brooks. **Microwave disinfection and sterilization**. US Patent Number 9,125,958 B2. Date of Issue September 8, 2015.
4. Mindy M. Brashears, Guy H. Loneragan, Kendra Nightingale, J. Chance Brooks. **Lactic acid and other probiotic bacteria to reduce pathogens in lymph nodes and other lymphatic tissues of livestock animals**. Publication Number US 2015/0182565 A1. Date of Publication July 2, 2015.

5. Douglas R. Ware and Mindy M. Brashears. **Compositions and methods for reducing the pathogen content of meat or meat products.** US Patent Number 8,980,611 B2. Date of Issue March 17, 2015.
6. Christine Alvarado, J. Chance Brooks, Mindy M. Brashears, Todd Brashears, Gianfranco Coccoli, Pierluigi Sapelli, Mario Piazza, Stefania Franzoni, Federico Felappi and Nicola Tolettini. **Method and System for Preserving Food.** Australian Patent Number 2008293458. Date Awarded July 31, 2014.
7. Christine Alvarado, J. Chance Brooks, Mindy M. Brashears, Todd Brashears, Gianfranco Coccoli, Pierluigi Sapelli, Mario Piazza, Stefania Franzoni, Federico Felappi and Nicola Tolettini. **Method and System for Preserving Food.** US Patent Number 8,956,673 B2. Date of Issue February 17, 2015.
8. Mindy M. Brashears, Kendra Nightingale, Guy Longeragan, and Qingli Zhang. **Quantification and Molecular Detection of Lactic Acid Bacteria in a Sample.** Publication Number US 2014/0199697 A1. Date of Publication July 17, 2014.
9. Willis Don Stull, Jr., Andreas Alfred Neuber, David E. Sharbutt, Michel Todd Brashears, Mindy M. Brashears, Christine Alvarado and J. Chance Brooks. **Microwave disinfection and sterilization.** Publication Number US 2014/0184063 A1. Date of Publication July 3, 2014.
10. Willis Don Stull, Jr., Andreas Alfred Neuber, Michel Todd Brashears, Mindy Malynn Brashears, Christine Alvarado, J. Chance Brooks and David E. Sharbutt. **Microwave Disinfection and Sterilization.** US Patent Number 8,679,401 B2. Date of Issue March 25, 2014.
11. Alvarado, C., J.C. Brooks and M.M. Brashears. **Method and System for Preserving Food.** Japanese Patent Number 5391199. Date of Issue October 18, 2013.
12. Douglas R. Ware and Mindy M. Brashears. **Compositions and methods for reducing the pathogen content of meat or meat products.** US Patent Number 8,496,925 B2. Date of Issue July 30, 2013.
13. Douglas R. Ware and Mindy M. Brashears. **Inhibition of Pathogenic Growth on Plant Materials Using Lactic Acid Producing Microorganisms.** Publication Number US 2012/0201795 A1. Date of Publication August 9, 2012.
14. J. Chance Brooks, Mindy M. Brashears, and Gary L. Nace. **Laboratory Method and Experimental Specimen for Validating the Efficacy of Antimicrobial Agents on Bovine Carcasses.** Publication Number US 2012/0052527 A1. Date of Publication March 1, 2012.
15. Willis Don Stull, Jr., Andreas Alfred Neuber, Michel Todd Brashears, Mindy Malynn Brashears, Christine Alvarado, J. Chance Brooks and David E. Sharbutt. **Microwave Disinfection and Sterilization.** Publication Number US 2011/0014331 A1. Date of Publication January 20, 2011.
16. Jeff Hudnall and Mindy Malynn Brashears. **Antimicrobial Wax Composition for Wax Therapy.** Publication Number US 2008/0107751 A1. Date of Publication May 8, 2008.
17. Mindy M. Brashears and Divya Jaroni, 2003. **Lactic acid bacteria cultures that inhibit food-borne pathogens.** US Patent Number 7,323,166 B2. Date of Issue January 29, 2008.

18. Douglas R. Ware and Mindy M. Brashears. **Compositions and methods for reducing the pathogen content of meat and meat products.** US Patent Number 7,291,326 B2. Date of Issue November 6, 2007.

Patents Pending

1. Method and Composition for Reducing Pathogens in Rendered Food Products Using Lactic Acid Bacteria
2. Molecular Discrimination of Regulated and Non-Regulated Salmonella Serotypes
3. Quantification and Molecular Detection of Lactic Acid Bacteria in a Sample
4. Method and Composition for Reducing Pathogens in Pet Food Using Lactic Acid Bacteria
5. Serotype Discrimination Biomarkers to Distinguish Infantis from Heidelberg and Newport from Hadar
6. Method and System for Preserving Food. Patent application submitted to the Republic of China.

PUBLICATIONS

Book Chapters

Gragg, S.E. and M.M. Brashears. 2014. Hurdle Technology. In Encyclopedia of Meat Sciences, Second Edition. Elsevier, ISBN: 978-0-123-84731-7.

Laury A., A. Echeverry, and M.M. Brashears. 2009. Fate of Escherichia coli O157:H7 in Meat. In Safety of Meat and Processed Meats, Food Microbiology and Food Safety Series. Chapter 2, pp 31-53 (Toldra, F. ed.). Springer Science, New York, New York. ISBN: 978-0-387-89025-8.

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- Englishbey, A.K, P. Vu, Y. Thuc, A.T. Sukumaran, V.V.M. Le, D. Nguyen, P.R. Broadway, L.M. Guillen, **M.M. Brashears**, J.R. Donaldson, M.W. Schilling, B.J. Rude, M.A. Crenshaw and T. Dinh. Influence of Market Setting and Time of Purchase on Bacterial Counts and *Salmonella* and *Listeria* Prevalence in Chicken in Vietnam. (International Journal of Food Microbiology)
- Englishbey, A., P. Vu, V.V.M. Le, D. Nguyen, R.P. Broadway, L. Guillen, **M.M. Brashears**, J. Donaldson, W. Schilling and T. Dinh. Influence of Market Setting and Time of Purchase on Bacterial Counts and *Salmonella* and *Listeria* Prevalence in Chicken in Vietnam. (Journal of Food Protection)
- Cuellar, D., J.C. Brooks, M.F. Miller, M.X. Sanchez-Plata, **M.M. Brashears** and A. Echeverry. Evaluating the antimicrobial effect of microwaves and low temperature storing conditions on STEC-inoculated beef intended for intact and non-intact beef products. (Journal of Food Protection)
- Calle, A., B.D. Montoya, A. English and **M. Brashears**. Food safety risk factors associated with grocery shopping carts and baskets. (Environmental and Applied Microbiology)
- Maradiaga, M., A. Echeverry, M. Miller, H.C. den Bakker, K. Nightingale, P.W. Cook, M.T. Brashears, and **M.M. Brashears**. 2017. Characterization of antimicrobial resistant (AMR) *Salmonella enterica* isolates associated with cattle at harvest in Mexico. (Meat and Muscle Biology)

6. Maradiaga, M., A. Echeverry, M.F. Miller, H.C. den Bakker, K.K. Nightingale, P. Cook, M.T. Brashears and **M.M. Brashears**. Characterization of antimicrobial resistant (AMR) *Salmonella enterica* isolates associated with cattle at harvest in Mexico. (Journal of Food Protection)
7. Bueso, M.E., T.G. O'Quinn, A.J. Garmyn, J.C. Brooks, **M.M. Brashears** and M. F. Miller. Honduran and U.S. consumer assessment of beef strip loin steaks from grass and grain finished cattle. (Submitted)
8. A. J. Thompson, M. A. Calle, A. R. Pond, W. M. Kreikemeier, R. A. McDonald, E. G. Johnson, M. D. Edmonds, G. H. Loneragan, **M. M. Brashears**, and B. J. Johnson. Effect of direct-fed microbial supplementation on *Escherichia coli* fecal shedding, live performance, and carcass characteristics in feedlot steers. (Submitted)
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10. Chaney, W.E., G.H. Loneragan, R. McCarthy, B.J. Johnson, J.C. Brooks, and **M.M. Brashears**. Inclusion of Corn-Based Distillers' Grain in the Diets of Cattle Housed in Commercial Feedlots and its Effect on the Burden of *Escherichia coli* O157 in Cattle Feces. *J Anim Sci* (In Review)
11. Chaves, B.D., A. Echeverry, and **M.M. Brashears**. Systematic Review of the Microbiological Safety Status of Foods at Retail in Costa Rica. *Food Prot Trends* (In Review)
12. Chaves, B.D., M.T. Brashears, and **M.M. Brashears**. HACCP knowledge retention of individuals participating in sequential Introductory and Advanced HACCP training courses in Costa Rica. (Journal of Food Science)
13. Chaves, B.D., S. Pokharel, M.F. Miller, and **M.M. Brashears**. Lactic Acid Effectively Reduces the Concentration of Microbial Indicators on Beef Subprimals during Fabrication. (Journal of Food Protection)
14. Chaves, B.D., S. Pokharel, M.F. Miller, and **M.M. Brashears**. Validation of a Lactic Acid Spray as an Effective Antimicrobial Intervention for Beef Variety Meats. (Food Protection Trends)
15. Chaves, B.D., S.N. Ward-Motl, A. Echeverry, M.F. Miller, and **M.M. Brashears**. Survey of *Salmonella* in retail beef in Mexico and evaluation of potential antimicrobial interventions at the point of sell. (Food Safety)
16. Maradiaga, M., H. Den-Bakker, K.K. Nightingale, and **M.M. Brashears**. Whole-Genome Sequencing Characterization of antimicrobial resistant *Salmonella enterica* isolates associated with cattle at harvest in Mexico.

Other Publications

1. **Brashears, M.M.**, M.F. Miller, S. Trojan, J. Sarturi, M.T. Brashears, and C. Carpio, M. Bueso, B. Inestroza, R. Carmichael, J.R. Gomez, A. Gomez, N. Hardcastle, S. Morales, R. Paz and G. Valdivia. Turning byproducts to beef: Sustaining the cattle industry in Honduras. *AMSA MeatingPlace* June 2017.

2. Perri, L. with M. Gravely, P. Dawson and **M. Brashears** as Experts. Play It Safe. *Parents* May 2017.
3. Chaves, B.D. and **M.M. Brashears**. Mitigation of *Listeria monocytogenes* in Ready-to-Eat Meats Using Lactic Acid Bacteria. *Food Safety* Dec 2016/Jan 2017.

Abstracts Presented

2018

Katawal, I., **M.M. Brashears**, M.F. Miller, A. Echeverry, and A. Calle. 2018. Validation of intervention on Raw Ground Beef components; Cheek meat and Weasand. American Meat Science Association (AMSA) 2018 Reciprocal Meats Conference (RMC). Kansas City, MO.

Moncada, P., **M.M. Brashears**, D. Casas, B. Inestroza, A. Ramirez, M. Miller, and A. Echeverry. 2018. Variation of Antimicrobial Resistance Patterns of *Salmonella* Isolated from Honduran Meat and Poultry Products. American Meat Science Association (AMSA) 2018 Reciprocal Meats Conference (RMC). Kansas City, MO.

Smith, C.L., J.F. Legako, K.E. Hanlon, T.A. Cramer, **M.M. Brashears**, M.F. Miller, and J.C. Brooks. 2018. Impact of retail display case lighting and packaging type on microbial growth and beef color. American Meat Science Association (AMSA) 2018 Reciprocal Meats Conference (RMC). Kansas City, MO.

Calle, A., A. Carrascal, D. Acosta and **M. Brashears**. 2018. A preliminary report: *Salmonella* sp. and *Escherichia coli* O157:H7 in Beef Retail Channels in Colombia. International Association for Food Protection (IAFP) Annual Meeting. Salt Lake City, Utah.

Campos, D., A. Perdomo, J. Franco, L. Jimenez., K. Nightingale, and **M. Brashears**. 2018. Reduction of Surface-Contaminated *Listeria monocytogenes* on Commercial Mozzarella Cheese By Electrostatic Spraying with the Probiotics *Lactobacillus salivarius* L28 and *Enterococcus faecium* J19. International Association for Food Protection (IAFP) Annual Meeting. Salt Lake City, Utah.

Chen H., L.D. Thompson, **M.M. Brashears**. 2018. Combination effect of four essential oils against *Escherichia coli* O157:H7, *Salmonella enteritidis*, *Staphylococcus aureus*, and *Listeria monocytogenes* in tryptic soy broth. International Association for Food Protection (IAFP) Annual Meeting. Salt Lake City, Utah.

Englishbey, A.K., S.J. Forgey, M.F. Miller, A. Echeverry and **M.M. Brashears**. 2018. Validation of Lactic Acid Spray Applied to Beef Shoulder Clod Subprimals as an Antimicrobial Intervention in a Beef Processing Environment. International Association for Food Protection (IAFP) Annual Meeting. Salt Lake City, Utah.

Fermin, K., D. Stull, A. Neuber, and **M. M. Brashears**. 2018. Reduction of molds in multi-grain bread by targeted directional microwave technology. International Association for Food Protection (IAFP) Annual Meeting. Salt Lake City, Utah.

Franco, J., D. Campos, A. Perdomo, L. Jimenez., K. Nightingale, and **M. Brashears**. 2018. Reduction of *Listeria monocytogenes* on the surface of Commercial Brie Cheese by Lactic Acid Bacteria (L28 *Lactobacillus salivarius*, J19 *Enterococcus faecium*) intervention by electrostatic spraying. International Association for Food Protection (IAFP) Annual Meeting. Salt Lake City, Utah.

Katawal, I., **M.M. Brashears**, A. English, K.K. Nightingale, and N.J. Hall. 2018. *Lactobacillus salivarius* L28 in Dog Kibble Results in Shifts in Microbial Indicators in Pet Fecal Samples after

Feeding. International Association for Food Protection (IAFP) Annual Meeting. Salt Lake City, Utah.

Ramirez-Hernandez, A., A.K. Carrascal, A. Varon-Garcia, **M.M. Brashears**, and M.X. Sanchez-Plata. 2018. Enterobacteriaceae Levels and Pathogen Prevalence in Commercial Poultry Processing Facilities of Colombia. International Association for Food Protection (IAFP) Annual Meeting. Salt Lake City, Utah.

Ramirez-Hernandez, A., M. Bugarel, A. Kumar, T. Harshavardhan, **M.M. Brashears**, and M.X. Sanchez-Plata. 2018. Antimicrobial Resistant Profiles and Whole Genome Sequencing Analysis of Pathogens Isolated from Chicken Carcasses and Parts Rinsate Samples Collected at Different Stages During Processing. International Association for Food Protection (IAFP) Annual Meeting. Salt Lake City, Utah.

Campos, D., A. Perdomo, J. Franco, L. Jimenez., K. Nightingale, and **M. Brashears**. 2018. Reduction of *Listeria monocytogenes* on commercial cheddar cheese using electrostatic spraying application of lactic acid bacteria L28 (*Lactobacillus salivarius*) and J19 (*Enterococcus faecium*). IFT18 Institute of Food Technologists Meeting. Chicago, Illinois.

Chen H., L.D. Thompson, **M.M. Brashears**. 2018. Combination effect of four essential oils against *Escherichia coli* O157:H7, *Salmonella enteritidis*, *Staphylococcus aureus*, and *Listeria monocytogenes* in tryptic soy broth. The 2018 IFT Annual Meeting.

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Hawkins, A., M.T. Brashears, and M.M. Brashears. 2013. Organizational Climate and Food Safety Training Change Employee Behaviors and Pathogen Loads in Non-TIF Beef Packing Plants in Mexico. American Association for Agricultural Education National Research Conference, April 27-May 1, Miami, FL.

Jaroni, D., K. Sullivan, M.M. Brashears, T. Brashears, G. Loneragan, C. Richards, A. Pond, and M. Miller. 2013. Identification of Contamination Sources and Prevalence of *Escherichia coli* O157:H7 and *Salmonella* on Small-scale Cow/Calf Operations in Oklahoma, Texas and Louisiana. 100th Annual Meeting of the International Association for Food Protection (IAFP), July 28-31, Charlotte, NC.

Jasti, N., W.E. Chaney, A. Echeverry, G. Loneragan, K. Nightingale, and M.M. Brashears. 2013. Efficacy of Lactic Acid, Hot Water, and Acidified Sodium Chlorite for the Reduction of Non-O157 Shiga Toxin-producing *Escherichia coli* (STEC) Utilizing a Hot Carcass Model and *Escherichia coli* O157:H7 as an Indicator. 100th Annual Meeting of the International Association for Food Protection (IAFP), July 28-31, Charlotte, NC.

Jasti, N., W.E. Chaney, A. Echeverry, G. Loneragan, K. Nightingale, and M.M. Brashears. 2013. Efficacy of Lactic Acid, Hot Water, and Acidified Sodium Chlorite for the Reduction of Non-O157 Shiga Toxin-producing *Escherichia coli* (STEC) Utilizing Chilled Beef Subprimals and *Escherichia coli* O157:H7 as an Indicator. 100th Annual Meeting of the International Association for Food Protection (IAFP), July 28-31, Charlotte, NC.

Khodammahammaid, A., Q. Zhang, D. Campos, and M.M. Brashears. 2013. Antimicrobial Activity of Lactiguard® against Foodborne Pathogens in Laboratory Media. 100th Annual Meeting of the International Association for Food Protection (IAFP), July 28-31, Charlotte, NC.

Liao, Y. T., G. H. Loneragan, J. C. Brooks, A. Echeverry, M. F. Miller, and M. M. Brashears. 2013. Establishment of non-0157 shiga toxin-producing *Escherichia Coli* (STEC) baseline of retail ground beef in the United States. 66th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 23-26, 2013, Auburn, AL.

Maradiaga, M., M. Miller, A. Echeverry, L. Garcia, S. Gragg, H. Ruiz, A. Calle, and M.M. Brashears. 2013. Prevalence of *Salmonella* on Beef Hides and Carcasses at an Abattoir in Merida, Mexico. 100th Annual Meeting of the International Association for Food Protection (IAFP), July 28-31, Charlotte, NC.

Maragiada, M., M. Miller, L. Thompson, A. Echeverry, L. Garcia, M.M. Brashears, S. Gragg, A. Calle, A. Pond, and S. Ward. 2013. Baseline of *Salmonella* Prevalence in Retail Beef and Produce from Honduras and Mexico. 100th Annual Meeting of the International Association for Food Protection (IAFP), July 28-31, Charlotte, NC.

Newsome, S., M.T. Brashears, and M.M. Brashears. 2013. A Case Study Analysis of Organizational Climate and Food Safety in a Federally Inspected Beef Packing Plant in Veracruz, Mexico. American Association for Agricultural Education National Research Conference, April 27-May 1, Miami, FL.

Ortega, G., M. Miller, A. Calle, K. Ortega, A. Echeverry, and M. Brashears. 2013. Prevalence of *Escherichia coli* Non-O157:H7 STEC in Beef in Mexico. 100th Annual Meeting of the International Association for Food Protection (IAFP), July 28-31, Charlotte, NC.

Ortega, G., K. Ortega, A. Calle, A. Echeverry, and M.M. Brashears. 2013 Prevalence of E. coli non-O157:h7 STEC in beef in Mexico. Presented at the Texas Tech University Undergraduate Research Competition. April 22-25, 2013. Lubbock, TX.

Parks, A., K. Nightingale, J.C. Brooks, M. San Francisco, L. Thompson, G. Loneragan, and M.M. Brashears. 2013. Attachment of Shiga Toxigenic *Escherichia coli* (STEC) on Stainless Steel Hex Nuts in Minimal and Full Nutrient Broth. 100th Annual Meeting of the International Association for Food Protection (IAFP), July 28-31, Charlotte, NC.

Parks, A.R., K.K. Nightingale, J.C. Brooks, M. San Francisco, L.D. Thompson, G.H. Loneragan, and M.M. Brashears. Attachment of Shiga-Toxigenic *Escherichia coli* (STEC) on Stainless Steel Hex Nuts. American Society for Microbiology, 113th Annual Meeting, May 18-21, 2013, Denver, CO.

Pond, A., M. Brashears, G. Loneragan, L. Guillen, J. J. Vipham, and N. Pond. 2013. Reduction of *Escherichia Coli* 0157 and non0157 groups in the feces of commercial feedlot cattle using a high-dose of NP51, A *Lactobacillus*-based pre-harvest intervention. 66th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June June 23-26, 2013, Auburn, AL.

Pond, N., A. Pond, L. Guillen, J. Vipham, B. Johnson, G. Loneragan, and M.M. Brashears. 2013. Evaluation of NP51 Feed Additive in a Research Feedlot Facility and Its Effectiveness in Reducing Shiga Toxin-producing *Escherichia coli* (STEC) in Cattle Feces. 100th Annual Meeting of the International Association for Food Protection (IAFP), July 28-31, Charlotte, NC.

Ruiz, H., M.F. Miller, S. Gragg, G.H. Loneragan, L.G. Garcia, and M.M. Brashears. 2013. Salmonella prevalence in beef lymph nodes and feces from cattle harvested at five Mexican abattoirs. 66th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June June 23-26, 2013, Auburn, AL.

Ruiz, H., M.F. Miller, L.D. Thompson, J.C. Brooks, G.H. Loneragan, A. Echeverry, G.O. Cervera, and M.M. Brashears. 2013. Prevalence of Salmonella in Lymph Nodes of Swine Harvested in Mexico. Presented at the 2013 Beef Industry Safety Summit (BIFSCO). March 13-15, Dallas, TX.

Ruiz, H., M. F. Miller, L. D. Thompson, L. G. Garcia, C. Brooks, G. H. Loneragan, A. Echeverry, M. M. Brashears, and G. O. Cervera. 2013. *Salmonella* presence in lymph nodes and tonsils of swine harvested in Cancun and Merida, Mexico. 66th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 23-26, 2013, Auburn, AL.

Salgado, E., M. Maradiaga, J.K. Torres, A. Calle, and M.M. Brashears. 2013. Reduction of *Salmonella enteria* and *Listeria Monocytogenes* in cantaloupes and mangoes using low-cost chemical antimicrobial interventions. Institute of Food Technologists (IFT) Annual Meeting and Food Expo. July 13-16, Chicago, IL.

Sunkara, V. K., J. C. Brooks, W. E. Chaney, J. N. Martin, and M. M. Brashears. 2013. Reduction of pathogenic bacteria in ground beef using a *Lactobacillus*-based biological intervention. 66th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June June 23-26, 2013, Auburn, AL.

Vipham, J. L., G. H. Loneragan, A. Pond, L. M. Guillen and M. M. Brashears. 2013. Reduction of *Salmonella* in cattle subiliac lymph nodes in a research feedlot setting using a *Lactobacillus Acidophilus* (NP51) based pre-harvest intervention. 66th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 23-26, 2013, Auburn, AL.

Zhang, Q., K. Nightingale, A. Khodammohammadi, and M.M. Brashears. 2013. Inactivation of *Listeria Monocytogenes* by lactic acid bacteria as influenced by culture media and temperature. Institute of Food Technologists (IFT) Annual Meeting and Food Expo. July 13-16, Chicago, IL.

2012

Calle, A., M.M Brashears, and G.H Loneragan. 2012. Effect of Bovamine® on Prevalence and Concentration of *Escherichia coli* O157:H7 and Non-O157 Shiga Toxin-producing *Escherichia coli* (STEC) on Beef Feedlot Cattle. 99th Annual Meeting of the International Association for Food Protection (IAFP), July 22-25, Providence, RI.

Calle, M.A., G.H. Loneragan, and M.M. Brashears. 2012. Effect of Bovamine® on prevalence and concentration of *Escherichia coli* O157:H7 and non-O157 Shiga-toxin producing *Escherichia coli* (STEC) on beef feedlot cattle. Detection through the real time PCR BAX® system from DuPont Qualicon. Beef Safety Summit, March 6-9, Tampa, FL.

Campos, D., Q. Zhang, and M.M. Brashears. 2012. Inhibition Activity of Lactic Acid Bacteria against *Salmonella*, *Escherichia coli* O157:H7 and non-O157 STECs in Ground Beef. 99th Annual Meeting of the International Association for Food Protection (IAFP), July 22-25, Providence, RI.

Chaney, W.E., Y.T. Liao, M.J. Wolf, A.R. Parks, J. Martin, A.J. Garmyn, A. Echeverry, L.D. Thompson, M.F. Miller, J.C. Brooks, G.H. Loneragan, and M.M. Brashears. 2012. *Escherichia coli* O157:H7 and non-O157 STEC Survival and Reduction on Intact Beef Subprimal and Non-intact Beef Trim and Steaks by Intervention and Cooking Processes. Beef Safety Summit, March 6-9, Tampa, FL.

Chaney, W.E., V.K. Sunkara, M.F. Miller, and M.M. Brashears. 2012. Reduction of “Big 6” Non-O157 STEC on Chilled Beef Sub-primals Using 5% Lactic Acid. 99th Annual Meeting of the International Association for Food Protection (IAFP), July 22-25, Providence, RI.

Gragg, S.E., G.H. Loneragan, K.K. Nightingale, J.R. Elder, H. Ruiz, M.F. Miller, A. Echeverry, and M.M. Brashears. 2012. Prevalence and Characterization of *Salmonella* Recovered from Lymph Nodes and Feces of Cattle at Harvest in Mexican Slaughter Facilities. Beef Safety Summit, March 6-9, Tampa, FL.

Gragg, S., G. Loneragan, K. Nightingale, J. Elder, H. Ruiz, M. Miller, A. Echeverry, and M. Brashears. 2012. Prevalence and Characterization of *Salmonella* Recovered from Lymph Nodes and Feces of Cattle at Harvest in Mexican Slaughter Facilities. 65th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 15-20, Fargo, ND.

Gragg, S., K. Nightingale, J. Elder, H. Ruiz, G.H. Loneragan, M.F. Miller, A. Echeverry, and M.M. Brashears. 2012. Characterization of *Salmonella* Isolated from the Lymph Nodes and Feces of Cattle Presented for Harvest at a Slaughter Facility in Mexico. 99th Annual Meeting of the International Association for Food Protection (IAFP), July 22-25, Providence, RI.

Hartzog-Hawkins, A. Echeverry, M.T. Brashears, L. D. Thompson, M.F. Miller, J. Zamora, L. G. Garcia, C. Narvaez, L. Lemons, M. Shaw, A. Pond, H. Ruiz, M. Maradiaga, A. Calle and M.M. Brashears. Organizational Climate and Food Safety Training Change Employee Behaviors and Pathogen Loads in Non-inspected Beef Packing Plants in Mexico. 99th Annual Meeting of the International Association for Food Protection (IAFP), July 22-25, Providence, RI.

Ison, J.J., G.H. Loneragan, G.E. Erickson, R.A. Moxley, D.R. Smith, and M.M. Brashears. 2012. A Meta-analysis of the association of *Lactobacillus acidophilus* NP51 administration with *Escherichia coli* O157 in feces and on hides of feedlot cattle. Annual Meeting of the Conference of Research Workers in Animal Diseases (CRWAD), December 2-4, Chicago, IL.

Ison, S.A., G.H. Loneragan, M.M. Brashears, B. Norby, and H.M. Scott. 2012. Effect of Flavophospholipol and Environment on Antimicrobial Resistance in Beef Cattle. Annual Meeting of the Conference of Research Workers in Animal Diseases (CRWAD), December 2-4, Chicago, IL.

Ison, S.A., G.H. Loneragan, B.C. Meiwes, S.J. Trojan, J.J. Ison, M.M. Brashears, H.M. Scott, P. McDermott, S. Ayers, M. Torrence. Antimicrobial susceptibility of *Escherichia coli* and *Salmonella* isolated from feedlot cattle: a NARMS pilot study. Annual Meeting of the Conference of Research Workers in Animal Diseases (CRWAD), December 2-4, Chicago, IL.

Lemons, L., M.T. Brashears, A. Hartzog, A. Echeverry, L. Thompson, M.F. Miller, L. Garcia, and M.M. Brashears. 2012. A Comparison of Food Safety Climate at Municipal and Private Beef Slaughter Plants in Mexico. 99th Annual Meeting of the International Association for Food Protection (IAFP), July 22-25, Providence, RI.

Liao, Y.T., J.C. Brooks, J.N. Martin, A. Echeverry, G.H. Loneragan, and M.M. Brashears. 2012. Spray Intervention Treatments and Cooking to reduce *Escherichia coli* O157:H7 and Non-O157 STECs on the Surface of Beef Subprimals, and within Needle-Tenderized Steaks. 99th Annual Meeting of the International Association for Food Protection (IAFP), July 22-25, Providence, RI.

Loneragan, G.H., D.U. Thomson, B.A. Butler, M.M. Brashears, R.M. McCarthy, T.M. Arthur, J.M. Bosilevac, N. Kalchayanand, J.W. Schmidt, T.L. Wheeler, A.L. Siemens, D.L. Schaefer, C.B. Rose, J.B. Ruby, T.C. Bryant, R.J. Algino, B.W. Wileman, D.T. Burkhardt, L.M. Slinden, and D.A. Emery. 2012. Vaccination to control *E. coli* O157 in cattle housed in commercial production systems. International symposium on Verotoxigenic *E. coli*, May, Amsterdam.

McCarthy, R.M., G.H. Loneragan, H. Donely, L.I. Wright, D.U. Thomson, J.B. Morgan, K.K. Nightingale, M.M. Brashears. 2012. Commercial Evaluation of an SRP-containing *Escherichia coli* Bacterial Extract Vaccine. Annual Meeting of the Conference of Research Workers in Animal Diseases (CRWAD), December 2-4, Chicago, IL.

Maradiaga, M., M.F. Miller, L. Thompson, A. Calle, A. Pond, S. Ward, A. Echeverry, L. Garcia, and M.M. Brashears. 2012. Baseline of *Salmonella* prevalence in retail beef and produce in Honduras and Mexico. Annual Meeting of the Institute of Food Technologists (IFT), June 26-28, Las Vegas, NV.

Narvaez-Bravo, C., M.F. Miller, A. Rodas-González, A. Calle, M.T. Brashears, A. Echeverry, M. Aslam, and M.M. Brashears. 2012. Virulence characterization of *Escherichia coli* O157:H7 isolated from fecal samples and beef carcasses in Mexico. 58th International Congress of Meat Science and Technology, August 12-17, Montréal, Canada.

Ortega, G., A. Calle, A. Echeverry, and M.M. Brashears. 2012. Detection of *Salmonella* and *Escherichia coli* O157:H7 (*stx* and *eae* genes) at different concentrations of viable and nonviable cells through the BAX® System from Dupont Qualicon. Annual Meeting of the Institute of Food Technologists (IFT), June 26-28, Las Vegas, NV.

Pond, A., G.H. Loneragan, M.T. Brashears, D. Jaroni, M.F. Miller, L. Lemons, and M.M. Brashears. 2012. Prevalence of *Salmonella* and *Escherichia coli* O157:H7 in Cow/Calf Operations in Texas, New Mexico and Oklahoma during the Summer and Fall Months. 99th Annual Meeting of the International Association for Food Protection (IAFP), July 22-25, Providence, RI.

Ruiz, H., M. Miller, G. Loneragan, S. Gragg, M. Brashears, and L. Garcia. 2012. *Salmonella* Prevalence in Lymph Nodes and Feces of Cattle Presented for Harvest in Mexico. 65th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 15-20, Fargo, ND.

Tapp III, W.N., S.E. Gragg, J.C. Brooks, M.M. Brashears, and M.F. Miller. 2012. Reduction of *Escherichia coli* O157:H7 following application of various sanitizing treatments to harvesting knives. 65th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 15-20, Fargo, ND.

Ward, S., M.F. Miller, A. Echeverry, L. Garcia, G.H. Loneragan, A. Pond, T. Jackson, L. Thompson, S. Jackson, J.C. Brooks, R. G. Ramirez Porras, G. Cervera, and M.M. Brashears. 2012. Reduction of *Salmonella* Using Lactic Acid and Potassium Lactate on Non-federally Inspected Whole Muscle Beef Steaks Purchased in Meat Markets of Mexico. 99th Annual Meeting of the International Association for Food Protection (IAFP), July 22-25, Providence, RI.

Webb, H.E., G.H. Loneragan, S.E. Gragg, M.M. Brashears, K.K. Nightingale, T.M. Arthur, J.M. Bosilevac, N. Kalchayanand, J.W. Schmidt, R. Wang, and D.M. Brichta-Harhay. 2012. *Salmonella enterica* in lymph nodes of cull and fed cattle at harvest. Annual Meeting of the Conference of Research Workers in Animal Diseases (CRWAD), December 2-4, Chicago, IL.

Willems, A., J.C. Brooks, A. Parks, L. Jackson, and M.M. Brashears. 2012. Heat Tolerance of Shiga-toxigenic *Escherichia coli* (STEC) in Laboratory Media. 99th Annual Meeting of the International Association for Food Protection (IAFP), July 22-25, Providence, RI.

Wolf, M., M.F. Miller, A. Parks, G.H. Loneragan, A. Garmyn, L. Thompson, and M.M. Brashears. 2012. Validation of Lactic Acid Dip and Spray in Reducing *Escherichia coli* O157:H7, *Salmonella*, and Non-O157 Shiga-toxigenic *Escherichia coli* (STEC) on Beef Trim and Ground Beef. 99th Annual Meeting of the International Association for Food Protection (IAFP), July 22-25, Providence, RI.

2011

Brown, T.R., M.M. Brashears, C. Chancey, J.N. Martin, A. Echeverry, S.P. Jackson, L.D. Thompson, and J.C. Brooks. 2011. Influence of lactic acid spray applied in a cold environment and vacuum packaged storage on the presence of *Escherichia coli* O157:H7 on beef strip loins. 64th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 19-22, Manhattan, KS.

Chaney, W.E., G.H. Loneragan, and M.M. Brashears. 2011. Corn-Based Distiller's Grain and the Burden of *Escherichia coli* O157:H7 in Commercial Feedlot Settings and Development of a Semi-quantitative Method to Estimate Concentration of *E. coli* O157:H7. Beef Safety Summit, March 2-4, Dallas, TX.

Chaney, W.E., G.H. Loneragan, and M.M. Brashears. 2011. A Semi-Quantitative Methodology for Escherichia coli O157:H7 in Bovine Feces. 98th Annual Meeting of the International Association for Food Protection (IAFP), July 31-August 3, Milwaukee, WI.

Chaney, W.E, G.H Loneragan, H.M. Scott, and M.M. Brashears. 2011. Development of a semi-quantitative ranking scheme to estimate the concentration of Escherichia coli O157:H7 in bovine feces. 92nd Annual Meeting of the Conference of Research Workers in Animal Diseases, December 4-6, Chicago, IL.

Chaney, W.E., G.H. Loneragan, R. McCarthy, M.F. Miller, B.J. Johnson, J.C. Brooks, and M.M. Brashears, 2011. Effects of Corn-Based Distillers Grain (DG) Inclusion into Feeding Rations on the Burden of Escherichia coli O157:H7 in Commercial Feedlot Settings. 98th Annual Meeting of the International Association for Food Protection (IAFP), July 31-August 3, Milwaukee, WI.

Daniels, P., M. Miller, A. Laury, G. Loneragan, M. Brashears, and C. Brooks. 2011. Testing for the presence of Salmonella in dog treats through in plant validation, inoculation, and cooking. 64th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 19-22, Manhattan, KS.

Gragg, S.E., G.H. Loneragan, D.M. Brichta-Harhay, T.M. Arthur, J.M. Bosilevac, N. Kalchayanand, R. Wang, J.W. Schmidt, J.C. Brooks, S.D. Shackelford, T.L. Wheeler, T.R. Brown, and M.M. Brashears. 2011. Salmonella in Lymph Nodes of Cattle Presented for Harvest. 98th Annual Meeting of the International Association for Food Protection (IAFP), July 31-August 3, Milwaukee, WI.

Laury A.M., K. Fermin, D. Stull, A. Neuber, J.C. Brooks, M.T. Brashears, C. Alvarado, and M.M. Brashears. 2011. Reduction of Methicillin-resistant Staphylococcus aureus (MRSA) on towels utilizing targeted directional microwave technology. 111th General Meeting of the American Society for Microbiology, May 21-24, New Orleans, LA.

Laury A.M., K. Fermin, D. Stull, A. Neuber, J.C. Brooks, M.T. Brashears, C. Alvarado, and M.M. Brashears. 2011. Re-distribution of Methicillin-resistant Staphylococcus aureus (MRSA) during the laundering of cotton towels. 111th General Meeting of the American Society for Microbiology, May 21-24, New Orleans, LA.

Laury A.M., K. Fermin, D. Stull, A. Neuber, J.C. Brooks, M.T. Brashears, C. Alvarado, and M.M. Brashears. 2011. Reduction of Salmonella on jalapeño peppers, peanuts, and dry dog food utilizing targeted directional microwave technology. 98th Annual Meeting of the International Association for Food Protection (IAFP), July 31-August 3, Milwaukee, WI.

Liao, Y.T., A. Echeverry, A. Ulmer, R. Lacey, D. Henroid, M. Binkley, and M.M. Brashears. 2011. Evaluation of Hygienic Practices and Efficacy of an Educational Hand-washing Intervention among Restaurants in Lubbock and San Francisco. 98th Annual Meeting of the International Association for Food Protection (IAFP), July 31-August 3, Milwaukee, WI.

Martin, J.N., M.M. Brashears, C. Chancey, A. Echeverry, S.P. Jackson, L.D. Thompson, and J.C. Brooks. 2010. Reduction of *E. coli* O157:H7 using lactic acid and cooking in needle tenderized beef strip steaks. 98th Annual Meeting of the International Association for Food Protection (IAFP), July 31-August 3, Milwaukee, WI.

Narvaez-Bravo, C., M.F. Miller, S. Jackson, T. Jackson, A. Rodas-Gonzalez, A. Echeverry, K. Pond, and M.M. Brashears. 2011. Comparison of *Salmonella* and *E. coli* O157 prevalence on beef carcasses harvested in Mexico under two different production procedures under TIF regulations. 98th Annual Meeting of the International Association for Food Protection (IAFP), July 31-August 3, Milwaukee, WI.

Narvaez-Bravo, C., M.F. Miller, T. Jackson, S. Jackson, A. Rodas-Gonzalez, K. Pond, A. Echeverry, and M.M. Brashears. 2011. Determination of risk factors associated with *Salmonella* and *E. coli* O157 prevalence on carcasses in a Mexican slaughter plant. 98th Annual Meeting of the International Association for Food Protection (IAFP), July 31-August 3, Milwaukee, WI.

Pond, A., M.F. Miller, A. Echeverry, G. Loneragan, and M.M. Brashears. 2011. *Salmonella* and *E. coli* O157:H7 prevalence on beef carcasses in a non-TIF harvest plant in the Cuautla, Mexican. 64th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 19-22, Manhattan, KS.

Pond, A., M.F. Miller, A. Echeverry, G.H. Loneragan, M.T. Brashears, R. Ramírez Porras, G. Ordaz Cervera, and M.M. Brashears. 2011. *Salmonella* and *E. coli* O157:H7 Prevalence on Beef Carcasses in a Non-TIF Harvest Plant in the Mexican Yucatan. 98th Annual Meeting of the International Association for Food Protection (IAFP), July 31-August 3, Milwaukee, WI.

Pond, A., M.F. Miller, T. Jackson, A. Echeverry, E. Randazo, and M.M. Brashears. 2011. Validation of Lactic Acid Interventions on the Reduction of *Escherichia coli* Biotype I, Coliforms and Total Aerobic Bacteria on Chilled Beef Products Processed at a commercial US slaughter facility. 98th Annual Meeting of the International Association for Food Protection (IAFP), July 31-August 3, Milwaukee, WI.

Pond, A., M.F. Miller, T. Jackson, E. Randazo, and M.M. Brashears. 2011. Validation of lactic acid and ASC Interventions on the reduction of *Escherichia coli* biotype I, coliforms and total aerobic bacteria on beef carcasses processed at a commercial U.S. slaughter facility. 64th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 19-22, Manhattan, KS.

Tapp, W.N. III, J.W.S. Yancey, J.K. Apple, M.J. Wolf, A.M. Laury, J.C. Brooks, M.M. Brashears, and M.F. Miller. 2011. Shelf life extension, organoleptic variation, and pathogenic reduction of non-treated beef patties. 64th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 19-22, Manhattan, KS.

Vipham, J.L., M.F. Miller, G.H. Loneragan, A. Echeverry, J.C. Brooks, W.E. Chaney, and M.M. Brashears. 2010. *Salmonella*, *Campylobacter*, and Putative Non-O157 Shiga Toxin-Producing *Escherichia coli* (STEC) in Ground Beef and Whole Muscle Beef Cuts in the

United States. 98th Annual Meeting of the International Association for Food Protection (IAFP), July 31-August 3, Milwaukee, WI.

Vipham, J.L., M.F. Miller, G.H. Loneragan, A. Echeverry, J.C. Brooks, W.E. Chaney, and M.M. Brashears. 2011. Salmonella, Campylobacter, and putative non-O157 shiga toxin-producing *Escherichia coli* (stec) prevalence in ground beef and whole muscle beef cuts at retail in the United States. 64th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 19-22, Manhattan, KS.

Ward, S.N., A. Echeverry, M.M. Brashears, A. Pond, L. Garcia, T. Jackson, L. G. Thompson, K. Pond, G. Loneragan, J. C. Brooks, and M.F. Miller. 2011. Effects of lactic acid on Salmonella levels on non-federally-inspected whole muscle beef steaks purchased in meat markets of Mexico. 64th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 19-22, Manhattan, KS.

2010

Binkley, M., S. Nanivadekar, L. Thompson, and M.M. Brashears. 2010. Microbial testing of the consumer environment in foodservice establishments: a pilot study. 97th Annual Meeting of the International Association for Food Protection (IAFP), August 1-4, Anaheim, CA.

Brown, A.L., E. Karunasena, J.C. Brooks, A. Echeverry, and M.M. Brashears. 2010. Inhibition of *Escherichia coli* O157:H7 and *Clostridium sporogenes* in spinach packaged in modified atmospheres after treatment with chlorine and lactic acid. 97th Annual Meeting of the International Association for Food Protection (IAFP), August 1-4, Anaheim, CA.

Chaney, W.E., A. Echeverry, H. Ruiz, M.F. Miller, M.M. Brashears. 2010. Efficacy of Brine Chilling on the Reduction of *Escherichia coli* O157:H7 and *Salmonella* on Hot Beef Carcass Surfaces. 97th Annual Meeting of the International Association for Food Protection (IAFP), August 1-4, Anaheim, CA.

Echeverry, A., T. Jackson, A. Laury, S. Gragg, A. Brown, W.E. Chaney, L. Yen-Te, M.F. Miller, and M.M. Brashears. 2010. Validation of a hot water wash as a Carcass Intervention in a Beef Processing Plant. 63rd Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 19-23, Lubbock, TX.

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Loneragan, G.H., D.R. Ware, M.M. Brashears. 2006. A meta-analysis on the impact of dietary supplementation with *Lactobacillus acidophilus* strain NP51 on *E. coli* O157 carriage by feedlot cattle. The 11th International Symposium for Veterinary Epidemiology and Economics, August 6-11, Cairns, Australia.

Loneragan, G.H. and M.M. Brashears. 2006. Reduction of VTEC Carriage in Cattle. 6th International Symposium on Shiga Toxin (Verocytotoxin) - Producing *Escherichia coli* Infections. VTEC. October 29 to November 1, 2006, Melbourne, Australia.

Lowrance, T.C., G.H. Loneragan, M.M. Brashears, M.S. Brown, D.J. Kunze, T.M. Platt, S. Ives, H.M. Scott, and B. Norby. 2006. Ceftiofur Crystalline Free Acid Administration and Susceptibility of Generic *E. coli* Recovered from Feedlot Cattle. 87th Annual Meeting of the Conference of Research Workers in Animal Diseases, December 3-5, Chicago, IL.

Pitchiah, S., C.Z. Alvarado, and M.M. Brashears. 2006. Comparison of poultry processing conveyor belts for susceptibility to bacterial attachment and biofilm formation. *PSA* 85:97 (Suppl 1.) (Abstr)

Platt, T.M., G.H. Loneragan, M.M. Brashears, D.U. Thomson, H.M. Scott, B. Norby, and D.J. Kunze. 2006. In-feed administration of chlortetracycline and antimicrobial susceptibility of enteric bacteria. 87th Annual Meeting of the Conference of Research Workers in Animal Diseases, December 3-5, Chicago, IL.

Platt, T.M., L.A. Branham, G.H. Loneragan, M.J. Engler, D.U. Thomson, R.S. Singer, and M.M. Brashears. 2006. In-Feed Antimicrobial Drug Use and Susceptibility of *Enterococcus* spp. and *Salmonella*. 87th Annual Meeting of the Conference of Research Workers in Animal Diseases, December 3-5, Chicago, IL.

Stephens, T.P., G.H. Loneragan, T.W. Thompson, and M.M. Brashears. 2006. Enumeration of *E. coli* O157 in Ground Beef, Beef Briskets, and Beef Shanks Using Most Probable Numbers (MPN) and Immunomagnetic (IMS) Techniques. The 11th International Symposium for Veterinary Epidemiology and Economics, August 6-11, Cairns, Australia.

Thompson, W., T. Stephens, G.H. Loneragan, and M.M. Brashears. 2006. Comparison of detection of *E. coli* O157 using immunomagnetic separation and ELISA assays in fecal, hide and beef samples. The 11th International Symposium for Veterinary Epidemiology and Economics, August 6-11, Cairns, Australia.

2005

Branham, L.A., M.M. Brashears, G.H. Loneragan, and A. Echeverry. 2005. Fecal Pat Sampling and Homogenation for Detection of *Escherichia coli* O157. 92nd Annual Meeting of the International Association for Food Protection (IAFP), Baltimore, MD.

Branham, L., K. Mann, G.H. Loneragan, and M.M. Brashears. 2005. Antibiotic Resistance Patterns in *Escherichia coli* O157:H7 Isolates collected from 2001-2004. 92nd Annual Meeting of the International Association for Food Protection (IAFP), Baltimore, MD.

Chichester, L.M., G.H. Loneragan, M.M. Brashears, T. Stephens, D.J. Kunze, T.M. Platt, L.L. Proffit, and D. Ware. 2005. Prevalence and enumeration of *E. coli* O157 in beef steers receiving various strains of direct-fed microbials. 92nd Annual Meeting of the International Association for Food Protection (IAFP), Baltimore, MD.

Fluckey, W.M., G.H. Loneragan, and M.M. Brashears. 2005. Antibiotic resistance and cross contamination of *Enterococcus* isolated from live cattle, hides and carcasses. 92nd Annual Meeting of the International Association for Food Protection (IAFP), Baltimore, MD.

Harris, D.D., M.M. Brashears, J.C. Brooks, and M.F. Miller. 2005. Application of Antimicrobial treatments in a commercial simulation to reduce *E. coli* O157:H7 and salmonella spp. In beef trim and ground beef. International Congress for Meat Science and Technology. August, Baltimore, MD.

Hoyle, A.R., L.D. Thompson, J C. Brooks, and M.M. Brashears. 2005. Microbial Quality of Ground Beef with Added Lactic Acid Bacteria at Abusive and Refrigerated Temperatures Packaged in Modified Atmosphere and Traditional Packaging. International Congress for Meat Science and Technology. August. Baltimore, MD.

Killinger Mann, K. and M.M. Brashears. 2005. Multi-drug resistance in nalidixic acid resistant mutants of *Salmonella* Typhimurium. 92nd Annual Meeting of the International Association for Food Protection (IAFP), Baltimore, MD.

Mann, J.E. and M.M. Brashears. 2005. Validation of Time and Temperature Values as Critical Limits for Ground Beef Processing and Storage – *Escherichia Coli* 0157:H7. 92nd Annual Meeting of the International Association for Food Protection (IAFP), Baltimore, MD.

Reicks, A, M.M. Brashears, K.D. Adams, and M.F. Miller. 2005. Impact of transportation of feedlot cattle to the harvest facility on the prevalence of *E. coli* 0157:H7, *salmonella* spp and total aerobic microorganisms. International Congress for Meat Science and Technology, August, Baltimore, MD.

Stephens, T.P., G.H. Loneragan, T.W. Thompson, A. Sridhara, L.A. Branham, S. Pitchiah, and M.M. Brashears. 2005. Distribution of *Escherichia coli* 0157 and *Salmonella* spp. on hide surfaces, the oral cavity, and feces of feedlot cattle. 92nd Annual Meeting of the International Association for Food Protection (IAFP), Baltimore, MD.

Stephens, T.P., G.H. Loneragan, T.W. Thompson, A. Sridhara, L.A. Branham, S. Pitchiah, and M.M. Brashears. 2005. Distribution of *Escherichia coli* 0157 and *Salmonella* spp. on hide surfaces, the oral cavity, and feces of feedlot cattle. 92nd Annual Meeting of the International Association for Food Protection (IAFP), Baltimore, MD.

Stephens, T.P., G.H. Loneragan, T.W. Thompson, A. Sridhara, L.A. Branham, S. Pitchiah, and M.M. Brashears. 2005. Comparison of immunomagnetic separation (IMS) and a commercial enzyme-linked immunosorbent assay (ELISA) for the detection of *Escherichia coli* 0157 on hides of feedlot cattle. 92nd Annual Meeting of the International Association for Food Protection (IAFP), Baltimore, MD.

Stephens, T.P., G.H. Loneragan, T.W. Thompson, L.A. Branham, S. Pitchiah, and M.M. Brashears. 2005. Enumeration of *Escherichia coli* 0157 in cattle feces Using immunomagnetic separation combined with most probable number techniques. International Congress for Meat Science and Technology, August, Baltimore, MD.

2004

Dahl, K, V. Sutton, C.P. Lyford, K.R. Pond, and M.M. Brashears. 2004. Potential legal ramifications from the development of pre-harvest food safety interventions in the beef industry. 91st Annual Meeting of the International Association for Food Protection (IAFP), August 8-11, Phoenix, AZ.

Echeverry, A., G.H. Loneragan, M.M. Brashears, and B.W. Wagner. 2004. Non-uniform distribution of *E. coli* 0157:H7 in feces and underestimation of carriage by feedlot cattle. 91st Annual Meeting of the International Association for Food Protection (IAFP), August 8-11, Phoenix, AZ.

Echeverry, A., G.H. Loneragan, and M.M. Brashears. 2004. Survival of *Escherichia coli* O157:H7 in manure under different storage conditions. 91st Annual Meeting of the International Association for Food Protection (IAFP), August 8-11, Phoenix, AZ.

Fluckey, W.M., M.M. Brashears, and G.H. Loneragan. 2004. The potential for cross-contamination traced by PFGE and the antibiotic susceptibility patterns of enteric bacteria recovered from feedlot cattle and their in plant carcasses. 91st Annual Meeting of the International Association for Food Protection (IAFP), August 8-11, Phoenix, AZ.

Harris, K., M.F. Miller, and M.M. Brashears. 2004. Validation of multiple antimicrobial treatment to reduce *Escherichia coli* O157:H7 and *Salmonella* spp in beef trim and ground beef. 91st Annual Meeting of the International Association for Food Protection (IAFP), August 8-11, Phoenix, AZ.

Harris, D.D., Z.L. Vineyard, J.C. Brooks, J. Blanton, M.M. Brashears, and M.F. Miller. 2004. Effect of sampling location on the prevalence of *Escherichia coli* O157:H7 on beef carcasses. 57th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 20-23, 2004, Lexington, KY.

Harris, K.A., M.M. Brashears, M.F. Miller, and K. Pond. 2004. Validation of antimicrobial treatments to reduce *Escherichia coli* O157:H7 and *Salmonella* in beef trim and ground beef. 57th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 20-23, 2004, Lexington, KY.

Killinger-Mann, K., M.M. Brashears, and L.M. Smith. 2004. Susceptibility of antibiotic resistant strains of *Salmonella* Typhimurium to lactic acid at 37°C. 91st Annual Meeting of the International Association for Food Protection (IAFP), August 8-11, Phoenix, AZ.

Kuntz, D.J., G.H. Loneragan, M.M. Brashears, R.S. Singer, H.M. Scott, and T. Platt. 2004. Evaluation of antimicrobial drug susceptibility in enteric bacteria of cattle in response to administration of injectable antimicrobials. Conference of Research Workers in Animal Diseases Annual Meeting, November, Chicago, IL.

Loneragan, G.H. and M.M. Brashears. 2004. Use of retention pond water for dust abatement in a feedlot and impact on carriage of *E. coli* O157 and *Salmonella*. To be Conference of Research Workers in Animal Diseases Annual Meeting. November, Chicago, IL.

Mann, J.E. and M.M. Brashears. 2004. Evaluation of a peroxyacetic acid-based antimicrobial treatment for the reduction of *Escherichia coli* O157:H7 on beef trimmings. 91st Annual Meeting of the International Association for Food Protection (IAFP), August 8-11, Phoenix, AZ.

Vineyard, Z.L., M.R. Miller, J.C. Brooks, J.R. Blanton, and M.M. Brashears. 2004. The effects of supplementing feedlot cattle with *Ascophyllum nodosum* on the retail shelf-life of inside round steaks. 57th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), June 20-23, 2004, Lexington, KY.

Younts-Dahl, S.M., G. Osborn, M.L. Galyean, J.D. Rivera, G.H. Loneragan, and M.M. Brashears. 2004. Reduction of *E. coli* O157 in finishing beef cattle by various doses of *Lactobacillus acidophilus* in direct-fed microbials. 91st Annual Meeting of the International Association for Food Protection (IAFP), August 8-11, Phoenix, AZ.

Younts-Dahl, S.M., J.D. Rivera, P. Defoor, M.L. Galyean, G.H. Loneragan, and M.M. Brashears. 2004. Prevalence of *E. coli* O157 among finishing beef cattle supplemented with a *Lactobacillus*-based direct-fed microbial. 91st Annual Meeting of the International Association for Food Protection (IAFP), August 8-11, Phoenix, AZ.

Younts-Dahl, S.M., J.J. Cranston, J.D. Rivera, M.L. Galyean, G.H. Loneragan, and M.M. Brashears. 2004. Effects of feeding whole cottonseed on the prevalence of *Escherichia coli* O157 among finishing beef steers. 91st Annual Meeting of the International Association for Food Protection (IAFP), August 8-11, Phoenix, AZ.

2003

Elam, N.A., J.F. Gleghorn, J.D. Rivera, M.L. Galyean, M.M. Brashears, and S.M. Younts-Dahl. 2003. Effects of live cultures of *Lactobacillus acidophilus* (Strains 45 and 747) and *Propionibacterium freudenreichii* on performance, carcass and intestinal characteristics, and *Escherichia coli* O157:H7 shedding of finishing beef steers. Annual meeting of the ASAS/ASDA. Phoenix, AZ.

Flowers, L., M. Costello, P.M. Gray, D. Kang, M.M. Brashears, A. Echeverry, J.E. Mann, W.R. Henning, E.W. Mills, and C.N. Cutter. 2003. A microbiological profile of red meat carcasses processed in very small establishments in three geographical regions of the United States. 56th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA).

Fluckey, W.M., G.H. Loneragan, and M.M. Brashears. 2003. Antibiotic Susceptibility and Cross Contamination of Enteric Bacteria Isolated from Feedlot Cattle and Their Carcasses. 90th Annual Meeting of the International Association for Food Protection (IAFP), August 9-13. New Orleans, LA.

Loneragan, G.H. and M.M. Brashears. 2003. Avenues for pre-harvest control of *E. coli* O157 in cattle. 10th Triennial International Symposium for Veterinary Epidemiology and Economics, Nov. 17-21. Santiago, Chile.

Loneragan, G.H., M.M. Brashears, D.R. Ware, S. Younts-Dahl, and M.L. Galyean. 2003. Direct-fed microbials and pre-harvest risk reduction of *E. coli* O157. 10th Triennial International Symposium for Veterinary Epidemiology and Economics. Nov. 17-21. Santiago, Chile.

Loneragan, G.H., M.M. Brashears, and G. Dewell. 2003. Potential for Underestimation of *E. coli* O157:H7 Prevalence in Beef Feedlot Cattle. 90th Annual Meeting of the International Association for Food Protection (IAFP), August 9-13. New Orleans, LA.

Loneragan, G.H. and M.M. Brashears. 2003. Epidemiological Characteristics of *E. coli* O157 in cattle. 53rd Annual Southwest Conference on Diseases in Nature Transmissible to man. June 25-27. Amarillo, TX.

Loneragan, G.H., M.M. Brashears, and D.U. Thompson. 2003. Ecology and Feedlot Epidemiology of *E. coli* O157:H7. Presented to the Plains Nutrition Council. April 3-4. San Antonio, TX.

Mann, J.E., M.M. Brashears, and L.M. Smith. 2003. Validation of time and temperature values as critical limits for ground pork processing and storage. 90th Annual Meeting of the International Association for Food Protection (IAFP), August 9-13. New Orleans, LA.

Mann, J.E. and M.M. Brashears. 2003. Validation of time and temperature values as critical limits for pork fabrication and storage. 90th Annual Meeting of the International Association for Food Protection (IAFP), August 9-13. New Orleans, LA.

Mann, J.E. and M.M. Brashears. 2003. Evaluation of Hot Water Immersion for Reduction of *E. coli* O157:H7 on Beef Shanks. 90th Annual Meeting of the International Association for Food Protection (IAFP), August 9-13. New Orleans, LA.

Smith, L., J.E. Mann, and M.M. Brashears. 2003. Reduction of *E. coli* O157:H7 in refrigerated ground beef by *Lactobacillus* spp. 90th Annual Meeting of the International Association for Food Protection (IAFP), August 9-13. New Orleans, LA.

Stratton, J.E., R.W. Hutkins, and M.M. Brashears. 2003. Genotypic characterization by pulsed-field gel electrophoresis and antibiotic resistance of *Campylobacter* strains isolated from poultry litter. 90th Annual Meeting of the International Association for Food Protection (IAFP), August 9-13. New Orleans, LA.

Younts-Dahl, S, M.M. Brashears, M.L. Galyean, G.H. Loneragan, and N. Elam. 2003. Prevalence of *E. coli* O157 among finishing beef cattle supplemented with live cultures of *Lactobacillus* and *Propionibacterium*. 90th Annual Meeting of the International Association for Food Protection (IAFP), August 9-13. New Orleans, LA.

Younts-Dahl, S, M.M. Brashears, M.L. Galyean, and G.H. Loneragan. 2003. Supplementing feedlot cattle diets with whole cottonseed to decrease the prevalence of *E. coli* O157:H7. 90th Annual Meeting of the International Association for Food Protection (IAFP), August 9-13. New Orleans, LA.

2002

Baumert, R., D.E. Burson, A.T. Waylan, E.A. Boyle, F.M. Aramouni, and M.M. Brashears. 2002. The effects on one-on-one HACCP assistance offered to meat and food processors in Nebraska, Kansas, South, Dakota and Missouri. 55th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), July 28-30. Michigan State University

Brashears, M.M., M.L. Galyean, G.H. Loneragan, J.E. Mann and K.M. Killinger-Mann. 2002. Reduction of *E. coli* O157 in Beef Feedlot cattle with Direct-Fed Microbials. 89th Annual Meeting of the International Association for Food Protection (IAFP), July 1-3. San Diego, CA.

Harris, M., M.M. Brashears, and D. Smith. 2002. Evaluation of the Use of Lactic Acid Bacteria to Control Pathogens on Alfalfa Sprouts. 89th Annual Meeting of the International Association for Food Protection (IAFP), July 1-3. San Diego, CA.

Fluckey, W.M., M.M. Brashears, S.R. McKee, and M.X. Sanchez. 2002. Microbiological Profile of Air Chilled Chickens from Farm to Table. 89th Annual Meeting of the International Association for Food Protection (IAFP), July 1-3. San Diego, CA.

Stratton, J.E., R.W. Hutkins, M.M. Brashears, A.K. Benson, L. Durso, and S.R. McKee. 2002. Genotypic Characterization and Antibiotic Resistance of *Campylobacter* Strains Collected from a Single Poultry Farm over Four Seasons. Annual Meeting of the American Society for Microbiology.

Khaita, J.L., D.R. Smith, R.A. Moxley, S. Hinkley, L.L. Hungerford, G.E. Erickson, T.J. Klopfenstein, and M.M. Brashears. 2002. Clinical trials to test the effectiveness of cleaning pens, feeding competitive bacteria, or limiting dietary starch to reduce fecal shedding of *E. coli* O157:H7 by feedlot cattle. Presented at CRWAD. St. Louis, MO.

Phoon, N., S.R. McKee, and M.M. Brashears. 2002. Comparison Of Shelf Life And Microbial Profile Of Immersion-Chilled And Air-Chilled Broilers. 89th Annual Meeting of the International Association for Food Protection (IAFP), July 1-3. San Diego, CA.

S.R. McKee and M.M. Brashears. 2002. HACCP for Shell Egg Packing and Processing. 89th Annual Meeting of the International Association for Food Protection (IAFP), July 1-3. San Diego, CA.

2001

Amezquita, A., and M.M. Brashears. 2001. Competitive exclusion of *Listeria monocytogenes* in ready to eat pork products and impact on sensory properties. Annual meeting of the Institute of Food Technologists. New Orleans, LA.

Brashears, M.M., J. Stratton, and A. Amezquita. 2001. Validation of the Use of Antibiotic Resistant Strains of *Escherichia coli* O157:H7 and *Salmonella* spp. for Recovery of Injured Cells Subjected to Stress Conditions Encountered During Competitive Exclusion. 88th Annual Meeting of the International Association for Food Protection (IAFP), August 5-8. Minneapolis, MN.

Brashears, M.M., D. Burson, L. Boyle, F. Aramouni, J. Mann, and M. Murphy. 2001. Development and Evaluation of an Advanced HACCP Workshop for Meat Processors. 54th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), Indianapolis, IN.

Brashears, M.M., S. McKee-Hensarling, D. Burson, and J. Mann. 2001. Development of Generic HACCP plans for Egg Processors. Annual meeting of the Poultry Science Association, Indianapolis, IN.

Fluckey, W.M., M.X. Sanchez, M. Tamayo, A. Aguilar, S.R. McKee, and M.M. Brashears. 2001. In Plant Microbial Profile of Air Chilled Chickens, In Nebraska. Annual meeting of the Poultry Science Association, Indianapolis, IN.

Harris, M., M.M. Brashears, and D. Smith. 2001. Isolation, Identification, And Selection Of Lactic Acid Bacteria From Alfalfa Sprouts For Competitive Inhibition of Food-borne Pathogens. 88th Annual Meeting of the International Association for Food Protection (IAFP), August 5-8. Minneapolis, MN.

Mann, J.E., M.M. Brashears, D.E. Burson, and E. Dormedy. 2001. Validation of CCPs in HACCP Systems in Small Meat and Poultry Processing Plants in Nebraska. 54th Reciprocal Meat Conference (RMC) of the American Meat Science Association (AMSA), Indianapolis, IN.

Peters, D.L., G. Froning, and M.M. Brashears. 2001. Evaluation of Liquid Egg White Pasteurization Guidelines for Salmonella. 88th Annual Meeting of the International Association for Food Protection (IAFP), August 5-8. Minneapolis, MN.

Sanchez, M.X., W. Fluckey, and M.M. Brashears, E. Wallner-Pendleton, M. Tamayo, A. Aguilar, and S. McKee. 2001. Impact of farm practices on the microbial profile of processed broilers. Annual meeting of the Poultry Science Association. Indianapolis, IN.

2000

Amezquita, A., M.M. Brashears, and J. Trimble. 2000. Media Evaluation for Recovery of Injured Cells of *Escherichia coli* O157:H7 and *Salmonella* spp. 87th Annual Meeting of the International Association for Food Protection (IAFP), August 6-9. Atlanta, GA.

Amezquita, A. and M.M. Brashears. 2000. Isolation and Selection of Lactic Acid Bacteria from Meat Product to Inhibit Food-borne Pathogens. 87th Annual Meeting of the International Association for Food Protection (IAFP), August 6-9. Atlanta, GA.

Jaroni, D., J. Trimble, and M.M. Brashears. 2000. Development of a Competitive Exclusion Product to Reduce *Escherichia coli* O157:H7 in Cattle. 87th Annual Meeting of the International Association for Food Protection (IAFP), August 6-9. Atlanta, GA.

Sanchez, M.X., W. Fluckey, M.M. Brashears, and S.R. McKee. 2000. Antibiotic Resistance Pattern of *Campylobacter* spp. Isolated from Broilers Processed in Air and Immersion Chill Processing Facilities. 87th Annual Meeting of the International Association for Food Protection (IAFP), August 6-9. Atlanta, GA.

1999

Berberov, E., R. Moxley, R. Roscetti, M.M. Brashears, M. Scott, and D. Francis. 1999. Effect of Probiotic Bacteria on Translocation of Enterotoxigenic *Escherichia coli* in Gnotobiotic Piglets. 18th Conference of Research Workers in Animal Diseases. November 7-9. Chicago, IL.

Sanchez, M, S. McKee, and M.M. Brashears. 1999. Microbial Quality Comparisons of Commercially Processed Air-chilled and Immersion Chilled Broilers. Annual meeting of the Poultry Science Association, August 8-12. Fayetteville, AR.

Soylemez, G., D.A. Smith, M.M. Brashears, and S.L. Cuppett. 1999. Process and packaging modifications to improve the stability and safety of alfalfa sprouts. IFT annual Meeting. July 25. Chicago, IL.

1994-1997

Brashears, M.M. and S.E. Gilliland. 1994. Influence of harvest time on stability of cells of *Lactobacillus acidophilus* during frozen and subsequent refrigerated storage. Southern Association of Agricultural Scientists, Dairy Foods Division. Feb. 5-9, Nashville, TN.

Brashears, M.M and S.E. Gilliland. 1997. Antagonistic action of cells of *Lactobacillus lactis* toward *Escherichia coli* O157:H7 on refrigerated raw chicken meat. Southern Association of Agricultural Scientists, Food Science and Human Nutrition Division. Feb 2-4, Birmingham, AL.

Nighswonger, B.D., M.M. Brashears, and S.E. Gilliland. 1995. Viability of *Lactobacillus acidophilus* and *Lactobacillus casei* during storage at 7°C in fermented milk products. Southern Association of Agricultural Scientists, Dairy Foods Division. January 29–February 1, New Orleans, LA.

Extension Publications

Brashears, M.M. and S.E. Gilliland. 1994. Survival of late exponential phase and stationary phase cells of *Lactobacillus acidophilus* at 7°C. Oklahoma State University, Animal Science Research Report. P 34-39.

Brashears, M.M., S.S. Reilly, and S.E. Gilliland. 1996. Inhibitory actions of *Lactobacillus lactis* on *Escherichia coli* O157:H7 during storage at 7°C in broth and on raw chicken meat. Oklahoma State University Animal Science Research Report. p. 51-55.

Brashears, M.M. and S.E. Gilliland. 1997. Influences of pH during growth of cholesterol from MRS by *Lactobacillus casei* and *Lactobacillus acidophilus*. Oklahoma State University Animal Science Research Report.

Brashears, M.M. 1999. Proactive Approaches to Evaluating Raw Materials. Food Testing and Analysis. Vol 5: 5. p. 22-23.

Brashears, M.M. 1999. "Chlorine Usage in Meat and Poultry Processing Facilities" in Use of Chlorine Based Sanitizers and Disinfectants in the Food Manufacturing Industry. Food Manufacturing Coalition.

Brashears, M.M and D. Peters. Sampling Beef Carcasses for Process Control Verification. University of Nebraska Cooperative Extension Division NebGuide.

Brashears, M.M. and D. Peters. Sampling Pork Carcasses for Process Control Verification. University of Nebraska, Cooperative Extension Division NebGuide.

Burson, D., M.M. Brashears, and G. Cichy. 1999. Introduction to the principles of HACCP. Department of Communication and Information Technology, Electronic Media Section, University of Nebraska. Lincoln, NE. Available in English, Spanish, Chinese and Korean.

Nighswonger, B.D., M.M. Brashears, and S.E. Gilliland. 1995. Survival of cells of *Lactobacillus acidophilus* and *Lactobacillus casei* during refrigerated storage in fermented milk products. Oklahoma State University Animal Science Research Report. p. 48-54.

Sanchez, M.X., W. Fluckey, M.M. Brashears, and S.R. McKee. 2000. Impact of Air-Chilling on the Microbiological Safety of Poultry. University of Nebraska Poultry Report.

Vavak, L.D. and M.M. Brashears. 1999. "Chlorine Usage in Dairy Processing Facilities" in Use of Chlorine Based Sanitizers and Disinfectants in the Food Manufacturing Industry. Food Manufacturing Coalition.

M.S. Thesis

Brashears, M.M. 1992. Influence of harvest time on stability of cells of *Lactobacillus acidophilus* during frozen and subsequent refrigerated storage. Oklahoma State University, M.S. Thesis.

Ph.D. Dissertation

Brashears, M.M. 1997. Influence of pH on bile salt deconjugation and removal of cholesterol from broth by *Lactobacillus casei* and *Lactobacillus acidophilus*. Oklahoma State University, Ph.D. Dissertation.

Resume

Virginia (Ginger) Murphv

EDUCATION

Master of Landscape Architecture – August 2000. The University of Michigan. Ann Arbor, MI. GPA (b)(6)

Master of Science – Resource Policy and Behavior; Degree Pending. The University of Michigan. Ann Arbor, MI.

Bachelor of Science – Ornamental Horticulture, 1982. The Pennsylvania State University. University Park, PA. GPA (b)(6)

EXPERIENCE

USDA, Natural Resources Conservation Service (NRCS)

Acting State Conservationist, Maryland, (4/2005 – Present), GS-14

Responsible for oversight and management of all operations in the state of Maryland while retaining all job responsibilities in the state of Delaware. In two states, I am now responsible for a workforce of 170 with total budget of over \$52 million.

State Conservationist, Delaware, (2/2004 – Present), GS-14

Responsible for oversight and management of all operations in the state of Delaware and for leading a staff of 38 with a budget of nearly \$20 million to deliver natural resource conservation financial and technical assistance to private landowners. Under my leadership, the workforce has developed professionalism that has achieved a standard of excellence in technical expertise and customer service for which I am proud. As a team, we continue to meet all our program goals and we continue to improve program delivery, administration and outreach while creating a workplace that fosters self-development, teamwork and partnership. Supervisor – Richard Coombe; Regional Assistant Chief.

Staff Leader, Farmland Protection & Community Planning, Washington, DC (9/2003 – 2/2004), GS-14

Selected to act as Staff Leader, under the Deputy Chief for Programs, for the staff having National responsibility for the Farm and Ranch Lands Protection Program, Farmland Protection Policy Act, and activities related to Community Planning and Developed Lands Conservation. I was responsible for the supervision of four professional and two support staff and oversaw a 1 million dollar staff budget and a 125 million dollar program budget. Work of this staff has resulted in the protection of over 280 thousand acres of farm and ranch lands and has produced a set of tools to assist in developed lands conservation.

Landscape Architect (Community Planning Specialist), Washington, DC (9/2000 – 9/2003), GS-14

Responsible for the creation, marketing and policy development of a National program for land use planning. I conceived, developed and tested tools, and defined the agency's role in land use planning. I launched two pilot projects in 2001, supervising and integrating the work of eight teams of specialists to test, refine and deliver methodologies and tools to integrate natural resource and socioeconomic data in Geographic Information Systems. The project work has resulted in a National handbook that identifies procedures, tools, technologies and policies for providing natural resource assessments to communities for land use planning. The work facilitates better planning by local professional and citizen planners by providing them with important decision support tools.

Student - University of Michigan, Ann Arbor, MI (9/1997 – 9/2000)

Selected to participate in the NRCS graduate studies program to pursue a Master's degree in Landscape Architecture (MLA). Worked as a Graduate Student Instructor for Site Engineering and Design in the School of Architecture where I supervised four graduate student instructors and had responsibility for teaching over 125 students. My Master's thesis, "Detroit in Evolution" investigated the historic spatial and ecologic characteristics of the City of Detroit to identify and suggest a network for an ecologic open space system to alleviate storm water overflow, provide recreation and enhance ecologic functions of the city.

Management Analyst, Washington, DC (1/96 – 9/97), GS-12/13

Selected to work as personal staff to a Special Assistant to the Chief, and charged with leading the development of the agency's first strategic plan to meet the Government Performance and Results Act. I assembled and led a twenty member interdisciplinary team to identify National goals and strategies for the protection of the quality and quantity of the Nation's soil resource. I helped implement a Blue Ribbon Panel Report, addressing the agency's data and information management, by co-managing an analysis team charged with writing the technical report on natural resource conditions and trends, "The Geography of Hope".

National Resource Conservation & Development Specialist, Washington, DC (6/95 – 1/96), GS-12

Provided National leadership in policy planning and development for the Resource Conservation & Development (RC&D) program. Established National program direction, formulated new program initiatives, tracked legislation, established good working relations with the National Association of RC&D Councils and RC&D field offices by managing the day-to-day activities in the National Office.

Resource Conservationist, Washington, DC (5/94 – 6/95), GS-12

Detailed to Washington DC, assigned to the Assistant Chief's office to work in the NRCS reinvention project "Is There a Better Way." I managed the daily office activities, supervised two employees, published a monthly newsletter and co-wrote the final report requiring the analysis of narrative information from over 350 public forums, statistical data from 27,000 written surveys and 1,200 phone interviews. The report guided the reorganization and reinvention of the agency in 1996.

Resource Conservationist, New York, NY (12/93 – 5/95), GS-12

Led the NRCS effort in the establishment of a newly created Soil and Water Conservation District in New York City where the primary focus was water quality for New York City's water supply system. Working with the New York City Department of Natural Resources, I helped assemble a Board of Directors and a District staff. I led the District to develop a vision and mission, drafted the District's first annual plan, strategic plan, business plan, staffing plan and budget to meet the District's natural resource concerns.

Environmental Protection Agency (EPA) Liaison, New York, NY (6/92 – 12/93), GS-12

Served as the USDA NRCS liaison in EPA Region II responsible for the management of the EPA Clean Water Act section 319 Nonpoint Source Program activities in New York State.

District Conservationist and Soil Conservationist, Nassau County, NY (5/88 – 5/92), GS-9/12

Responsible for providing technical assistance to landowners and users for the wise use of soil, water and related natural resources. Specialized in irrigation management, beach and dune stabilization, soil erosion on construction sites and stormwater management. Proposed, planned and led a two person team on an international assignment to Iceland.

USDA, Animal and Plant Health Inspection Service, (6/85 – 5/88)

Plant Protection & Quarantine Officer, JFK International Airport, Jamaica, NY, GS-7/9

PRIVATE INDUSTRY

Greenhouse Manager, Aquatic Greenhouses, Mineola, NY (2/83 – 6/85)

HONORS

USDA Certificates of Merit for Outstanding Performance – 1993, 1994, 1995, 2002, 2003; 2004;
USDA Special Act or Service Awards – 1990, 1995 (2), 2001;
USDA Superior Performance Awards – 1987, 1997;
Academic Honor Award – University of Michigan, February 1999;
Soil & Water Conservation Society Berg Fellow – 1996.

PUBLISHED WORKS

- Landscape Suitability Analysis and Other Tools for Community Planning. February 2005, pending agency review. Primary author/editor, and leader of the initiative to identify tools, methods and technologies to assess natural resources for decision support in community planning.
- Risk, Policy and Perception, Possible Future's for Agriculture in 2002. Book Review, August 2001. Author of a technical book review analyzing the policy climate for farm bill reauthorization in 2002.
- Detroit in Evolution. Master's Thesis, August 2000. Author of a quantitative and qualitative spatial analysis defining the opportunities for an ecologic open space system in the City of Detroit.
- Is There a Better Way? report, April 1995. Co-writer and editor of a qualitative analysis of employee and public opinion data for the NRCS reinvention project.
- Lawn Watering Brochure. March 1989. Co-authored and published, a guide for water conservation for suburban irrigation.

STRENGTHS

Possess excellent communication and leadership skills; experienced in leading, organizing and managing work groups and staffs in a team-oriented approach to management; quick study; dependable and reliable; project and detail-oriented; analytical; decisive and action oriented; highly efficient; knowledgeable of current trends in field; works well under pressure; self-motivated, very creative. Use computer programs to support work; Microsoft office; Adobe Photoshop, Illustrator; some Toolkit, Protracts, and PRS.

PROFESSIONAL & ASSOCIATION MEMBERSHIP

American Society of Landscape Architects
Soil and Water Conservation Society

International Association of Landscape Ecology
American Planning Association

REFERENCES (others available upon request)

(b)(6)

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) EARP, NAOMI CHURCHILL				2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 01/29/19			
FIRST ACTION					SECOND ACTION						
5-A. Code 146		5-B. Nature of Action SES NONCAREER APPT			5-A. Code		5-B. Nature of Action				
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A)			5-C. Code		5-D. Legal Authority				
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652			5-E. Code		5-F. Legal Authority				
7. FROM: Position Title and Number					15. TO: Position Title and Number DEPUTY SECRETARY, CIVIL RIGHTS 90732652 310176						
8. Pay Plan		9. Occ. Code		10. Grade or Level		11. Step or Rate		12. Total Salary		13. Pay Basis	
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		16. Pay Plan ES		17. Occ. Code 0301	
18. Grade or Level 00		19. Step or Rate 00		20. Total Salary/Award 155,500.00		21. Pay Basis PA		20A. Basic Pay 155,500.00		20B. Locality Adj. .00	
20C. Adj. Basic Pay 155,500.00		20D. Other Pay .00									
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE ASST SECY FOR CIVIL RIGHTS AG 010114000000000000 PP 02 2019						
EMPLOYEE DATA											
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%				24. Tenure (b) (6) 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF (b) (6)			
27. FEGLI (b) (5) - Deliberative				28. Annuitant Indicator (b) (5) - Deliberative		29. Pay Rate Determinant 0 NOT APPLICABLE					
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA											
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status 8888			
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC							
40. Agency Data		41.		42.		43.		44.			
45. Remarks AS A REEMPLOYED ANNUITANT, YOU SERVE AT THE WILL OF THE APPOINTING OFFICER. APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. APPOINTMENT AFFIDAVIT EXECUTED 01/31/2019 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - PRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). ANNUAL SALARY TO BE REDUCED BY THE AMOUNT OF YOUR RETIREMENT ANNUITY AND BY FUTURE COST OF LIVING INCREASES.											
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD					
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 02/01/19							

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (Item 3d)

1. Name (Last, First, Middle) HUTCHINS, SCOTT HASTING				2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 01/29/19			
FIRST ACTION				SECOND ACTION							
5-A. Code 146		5-B. Nature of Action SES NONCAREER APPT		6-A. Code		6-B. Nature of Action					
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A)		6-C. Code		6-D. Legal Authority					
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652		6-E. Code		6-F. Legal Authority					
7. FROM: Position Title and Number				15. TO: Position Title and Number DEPUTY UNDER SECRETARY, REE 91037575 383268							
8. Pay Plan	9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary	13. Pay Basis	16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 165,300.00	21. Pay Basis PA
12A. Basic Pay		12B. Locality Adj. .00		12C. Adj. Basic Pay		12D. Other Pay .00		20A. Basic Pay 165,300.00		20B. Locality Adj. .00	
								20C. Adj. Basic Pay 165,300.00		20D. Other Pay .00	
14. Name and Location of Position's Organization				22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE UNDER SEC RES, EDUC, & ECONOM AG 010111000000000000 PP 02 2019							
EMPLOYEE DATA											
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other (b) (6) 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%				24. Tenure (b) (6) 0 - None 2 - Conditional (b) (6) 1 - Permanent 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF (b) (6)			
27. FEGLI (b) (6)				28. Annuitant Indicator (b) (6)		29. Pay Rate Determinant 0 NOT APPLICABLE					
30. Retirement Plan (b) (6)		31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME		33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA											
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved		35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status 8888					
38. Duty Station Code 11-0010-001		39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC									
40. Agency Data		41.	42.	43.	44.						
45. Remarks APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. APPOINTMENT AFFIDAVIT EXECUTED 01/30/2019 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.											
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD					
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 01/31/19							

NOTIFICATION OF PERSONNEL ACTION

2019-DA-01677-F (Item 3d)

1. Name (Last, First, Middle) BRASHEARS, MINDY MALYNN				2. Social Security Number (b) (6)		3. Date of Birth (b) (6)		4. Effective Date 01/29/19			
FIRST ACTION				SECOND ACTION							
5-A. Code 146		5-B. Nature of Action SES NONCAREER APPT		6-A. Code		6-B. Nature of Action					
5-C. Code V4L		5-D. Legal Authority 5 USC 3394(A)		6-C. Code		6-D. Legal Authority					
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652		6-E. Code		6-F. Legal Authority					
7. FROM: Position Title and Number				15. TO: Position Title and Number DEPUTY UNDER SECRETARY 90899766 D08771							
8. Pay Plan	9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary	13. Pay Basis	16. Pay Plan ES	17. Occ. Code 0301	18. Grade or Level 00	19. Step or Rate 00	20. Total Salary/Award 165,300.00	21. Pay Basis PA
12A. Basic Pay	12B. Locality Adj. .00	12C. Adj. Basic Pay	12D. Other Pay .00	20A. Basic Pay 165,300.00		20B. Locality Adj. .00	20C. Adj. Basic Pay 165,300.00	20D. Other Pay .00			
14. Name and Location of Position's Organization				22. Name and Location of Position's Organization OFFICE OF THE SECRETARY IMMEDIATE OFFICE UNDER SEC FOR FOOD SAFETY AG 010112000000000000 PP 02 2019							
EMPLOYEE DATA											
23. Veterans Preference (b) (6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other (b) (6) 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%				24. Tenure (b) (6) 0 - None 2 - Conditional (b) (6) 1 - Permanent 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF (b) (6)			
27. FEGLI (b) (6)				28. Annuitant Indicator (b) (6)				29. Pay Rate Determinant 0 NOT APPLICABLE			
30. Retirement Plan (b) (6)				31. Service Comp. Date (Leave) (b) (6)		32. Work Schedule F FULL TIME		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA											
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved				35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status 8888			
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON DIST OF COLUMBIA DC							
40. Agency Data		41.	42.	43.	44.						
45. Remarks APPOINTMENT IS INDEFINITE. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. PROBATIONARY PERIOD FOR SES POSITION IS NOT REQUIRED. APPOINTMENT AFFIDAVIT EXECUTED 01/31/2019 CREDITABLE MILITARY SERVICE: (b) (6) PREVIOUS RETIREMENT COVERAGE: (b) (6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER FERS, FERS-RAE OR FERS - FRAE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C). TENURE AS USED FOR 5 USC 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE.											
46. Employing Department or Agency DEPARTMENT OF AGRICULTURE						50. Signature/Authentication and Title of Approving Official ELECTRONICALLY SIGNED BY: C. NATALIE LUI DUNCAN EXECUTIVE DIRECTOR, ERMD					
47. Agency Code AG 01		48. Personnel Office ID 5330		49. Approval Date 01/31/19							